

How to Avert the Great Resignation?

Enhance the Human Experience in the Workplace

PURPOSE



72% of people entering the workforce cite “**meaningful work**” as a driver of engagement.
(Olivia Vande Griek)



- Create a simple, powerful vision that people can connect with
- **Help people connect their work with a larger purpose** – how does it provide value to the organization and its customers?
- **CSR** – good Corporate Responsibility Initiatives help people feel engaged and support their need to have a greater impact

CULTURE



47% of people actively looking for a new job **cite company culture as the main reason for wanting to leave.**
(smarp.com)



- Top factors for employees: (McKinesy 2021)
 - Feeling valued** by their manager
 - Feeling valued by their organization
 - A sense of **belonging**
 - Having caring and trusting teammates
 - Potential for **advancement**
 - Flexible** work schedule
- **Be more human**
- Create mechanisms for employee feedback
- **Listen!**
- Stop sheltering toxic managers
- Put the **right managers** in place
- Build a sense of **community**
- Employees need to **trust** that their leaders and managers have their (the employees) best interests at heart

DEVELOPMENT

“ 41% of leaders, managers and employees have a **lack of confidence in their skills.**
(degreed.com)

46% of workers say they are **considering leaving** their employers if there is **no commitment to reskilling and upskilling.**
(degreed.com) ”

- Provide **career paths**
- Provide ongoing development for both **current skills and emerging skills**
- Provide the **tools and the time for development** to occur
- 70% of development happens on-the-job – create development **opportunities within the job design**
- Develop your most important asset – **front line leaders**

87% of Millennials consider development in their job important.
(Gallup)

COMMUNICATION

“ 69% of employees say they would **work harder if they were better appreciated.**
(HubSpot)

85% of employees say they are most **motivated** when management offers **regular updates on company news.**
(HBR) ”

- Engage in open, transparent communication on a regular basis
- Teach leaders and managers to ask for, and provide effective feedback
- Create a coaching culture
- Be clear about what a good job looks like – have clear expectations and standards
- Communicate openly and regularly about change
- Involve employees as much as possible

Companies with highly engaged workforces are 21% more profitable.
(Gallup)