

How to Retain your Talent

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Presented by

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Action Coach –She can coach your supervisors and leaders and provide training

The Talent Problem-Before retaining talent you need to Recruit them

- We are in a Unique Employment Era
 - There are very few if any qualified people sitting around looking for jobs
- We are competing with EVERYONE for Talent
 - Those who want jobs already have them that we must extract them from
- Everyone is Trying to Take Our Talent!

The Talent Acquisition Quandary...

- What Kind of Talent Are You Looking For?
 - A Players? B Players?
Warm Bodies?
- Job description – identify the role, skills, requirements



Attracting the Right Talen

- Winning teams get the right people on the bus



- **What are the ideal candidates looking for?**
- It's probably more than money but the salary needs to be competitive
- What can you offer that they will value – how visible is your value?
- Job seekers are looking for meaning – so share your vision/mission

Vision-Mission-Culture

- Vision and Mission – “The Big Picture”
 - What you are trying to Accomplish
 - Who you are trying to Be
 - Why you Exist
 - How you intend to go about it
 - What environment/culture do you want to create

The Right People are out there

You just have to find them, get their attention & keep them

- Create a profile about your firm, vision, mission, job description, what are the opportunities, what are the challenges, who you are looking for to make a difference
- See my website for details on the recruitment process in the blog section.
- <https://randifrank.com/category/hr-tips-techniques/hiring-tips/tips-for-recruitment/>

Sample Profiles

Randi Frank
Consulting LLC

Town of Bloomfield INVITES CANDIDATES TO APPLY FOR: TOWN MANAGER

COMMUNITY PROFILE AND HISTORY

History of Bloomfield - 1801 was the year that the town of Bloomfield was first settled. The town was named in honor of the first settler, John Bloomfield. The town was one of the first to be settled in the area, and it has since become a major center of industry and commerce. The town is known for its beautiful scenery and its rich history. The town is a member of the Connecticut Valley Association of Towns and is proud to be a part of this community.

THE TOWN OF ENFIELD CONNECTICUT INVITES CANDIDATES TO APPLY FOR THE:

DIRECTOR OF HUMAN RESOURCES

COMMUNITY PROFILE AND HISTORY

History of Enfield - Enfield is a town in the state of Connecticut. It is a part of the Hartford metropolitan area. The town is known for its beautiful scenery and its rich history. The town is a member of the Connecticut Valley Association of Towns and is proud to be a part of this community.

CITY OF NORTH MIAMI BEACH, FL CITY FINANCE MANAGER

ABOUT THE CITY OF NORTH MIAMI BEACH

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North Miami Beach is a vibrant and diverse community. It is a part of the Miami metropolitan area. The city is known for its beautiful scenery and its rich history. The city is a member of the Florida Association of Cities and is proud to be a part of this community.



QUINEBAUG VALLEY COMMUNITY COLLEGE CHIEF ACADEMIC OFFICER

Additional Project Characteristics of the Ideal Candidate

- Ability to coordinate and manage a large number of projects
- Ability to work with a diverse group of people
- Ability to communicate effectively
- Ability to manage a budget
- Ability to work under pressure
- Ability to be a team player
- Ability to be a leader
- Ability to be a problem solver
- Ability to be a strategic thinker
- Ability to be a change agent
- Ability to be a customer service oriented
- Ability to be a data driven
- Ability to be a results oriented
- Ability to be a team player
- Ability to be a leader
- Ability to be a problem solver
- Ability to be a strategic thinker
- Ability to be a change agent
- Ability to be a customer service oriented
- Ability to be a data driven
- Ability to be a results oriented

NEW CASTLE COUNTY DELAWARE GENERAL MANAGER- LAND USE DEPARTMENT



COUNTY PROFILE - The First County in the First State

Geography - New Castle County is located in the northern part of Delaware. It is a part of the Delaware River valley. The county is known for its beautiful scenery and its rich history. The county is a member of the Delaware Association of Counties and is proud to be a part of this community.

Population - The county has a population of approximately 300,000 people. The population is diverse and growing. The county is a member of the Delaware Association of Counties and is proud to be a part of this community.

Economy - The county has a diverse economy. It is a part of the Delaware River valley. The county is known for its beautiful scenery and its rich history. The county is a member of the Delaware Association of Counties and is proud to be a part of this community.

University of Connecticut Director of Planning & Project Development

University of Connecticut (UConn)

History of UConn - The University of Connecticut is a public research university. It is a part of the Connecticut Valley Association of Universities and is proud to be a part of this community.

Location - The university is located in Storrs, Connecticut. It is a part of the Connecticut Valley Association of Universities and is proud to be a part of this community.

Academics - The university offers a wide range of academic programs. It is a part of the Connecticut Valley Association of Universities and is proud to be a part of this community.

On Boarding



- Nothing is worse than spending all that time hiring the right employee then sitting them down at their workstation without a plan to make them productive and welcomed.

On Boarding Tips

- Prepare for your new employee's arrival- including directions and schedule
- Make sure your new employee has a proper orientation to your agency
- Provide employees with written policies
- Give new employees tour of the offices

On Boarding Tips

- Make sure the new employee is ready to work on the first day after their orientation
- Have all the paperwork ready for new employee to be put on your payroll
- Have experts available from HR to answer questions on benefits, etc.

On Boarding Tips

- Provide employee with job description, written objectives and responsibilities
- Provide a training program plan
- Always follow up with employees – usually during the first week, first month, 3rd month and at 6 months

Stay Interviews

- Between 6 months and 1 year on the job you should plan a Stay Interview to see if the employee is still happy and feel productive as well as they are welcomed and contributing to the organization as they expected.

Stay Interviews – Things to Ask

- What do you like most about your work?
- What keeps you here?
- What would entice you away?
- What do you want to learn this year? What training can we provide?
- Is there anything you would change about your job?
- Do you feel recognized for your accomplishments?
- What strengths or talents do you have that aren't being used?
- What is your greatest challenge or roadblock that you face in your Job?

Stay Interviews – Things to Ask

- What part of working here strikes you as ridiculous/redundant?
- What would make your work more meaningful and satisfying?
- How can the organization help you reach your career goals?
- What support do you need to be more effective?
- If you could wave a magic wand, what changes would you make in the work environment?
- What can we do to ensure we keep you with us?

Stay Interviews

- Stay Interviews should be done every year to retain your talented employees and improve your organization
- Stay interviews can help with turnover of staff by making employees feel they are valued
- Stay interviews can help you find out what is working what is not and what else the employee can do for your organization
- Stay interviews will help you keep your talent from the competition if you heed the information, you have gathered to improve your operations

Additional information on Website

- <https://randifrank.com/how-to-retain-your-talented-employees/>
- <https://randifrank.com/category/hr-tips-techniques/hiring-tips/tips-on-orientation-onboarding/>
- <https://randifrank.com/category/hr-tips-techniques/tips-for-succession-planning/>
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Contact Rita Ernst to assist with improving
Your culture of your organization – see her book
“Show up Positive” ritaernstconsult@gmail.com