Keeping and Attracting Talent
Hiring people who thrive, too!
Outline
Keeping
Attracting
& Landing talent
Keeping
First Discussion: How to Leave
Retention

1. Rule of two FEET
   - Treat fairly, not equally
   - Don't accept mediocrity

2. BUTTERFLIES
   - Create guidelines, not rules
   - Recognize contributions
   - Feel free to flip from topic

3. Problem
   - Have fun at work
   - Listen/ask for feedback
Guidelines

- Keep people informed
- Let employees find the fences
- Ask people what it would take to retain them
- Don't make your on-boarding process boring
Attracting
Your recruiting staff is right in front of you
Thriving is the key

"Salary is #8 on the list"
Recruiting

Fish in the right pond
Use thriving employees
They are your best recruiters
Interviewing

It is more consistent than you might guess
Suggestions

- Ban 1-1 interviewing
- Use the same questions
- Know your answers
- Watch "Pleasant Shoplifters"
- Stop talking/start listening
Ask a different question...
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