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“FINDING NEW  
WAYS OF  
RETAINING  
AND  
ENGAGING  
OUR KEY  
EMPLOYEES”

THERE IS NOT ONE TRUTH.

# Let's try to separate the Pains

- Do we know **Who** are our Key Employees and more specifically **Why**?
- How much of our biggest **Hassle** is Retaining and how much is Talent Shortage?
- Are we aware how much of what we recruit is Replacement and how much is New Business?  
**Numbers will tell.**
  - one of the primary reasons why people look to leave remains the same: a lack of career progression.
  - for many, it has become easier to leave than change roles within the organisation and develop in different directions — and stay.
  - 65% are reconsidering the role of work in their lives
- Are we having **the Right People** to deliver «Power to Engagement »?

# Who are « my people »?

## According to....

- How much influence do they have?
- How interested are they?
- Where do I want to GO?
- Why should I DO it?



# Short definition of a Key Person?

To have a direct and significant impact on the value of the business.

(sales, profitability, growth, product development or another critical value driver in the business)

30% is a critical value

\*Mind that Only 20% of the high performers are also HIPO (high potential)

# What mission should the Key Players have?

The Motivator: can take the form of recognition

The Mentor: guiding & sharing

The Learner: sustainable learning

The Communicator: be specific in objectives & act as a compass

The Navigator: create the vision & get the organisation ready to sail in open waters

\* No one has it all!

# What does your organization needs now?

## “A Players” or “A Positions”?

- Your vision: roles / job responsibilities / people
- Your Strategy: short / mid / long term
- Your Personal leadership: open communication and trust.(Do you feel ready for?)

# Benefits of Identifying Critical Roles

- Prioritize **Your Succession** planning process
- Prioritize employee **Development Efforts**
- Understand and grow your **Company's Operations**
- **Think Strategically** about who is on your team and why (with a strong impact on your business)
- Identify roles that have a **Unique Skill or Knowledge** base
- Foresee trends in external and internal **Candidate Availability**

# Risks of not doing so

- The trap of **Lonely Leadership**
- The **Waist of Time**: how can you focus on your team when the size went beyond what a Manager can do?
- The **Waist of Money** – you pay too much (fix costs) for a fluctuant need / is taking 18% longer to fill roles than pre-pandemic
- The **Disengagement** – Increasingly squeezed managers are spending time they don't have searching for new recruits in an expensive and competitive market.
- The **Bad Hire Investment**: 80% of employee turnover is due to bad hiring decisions and low recruitment skills.



# Look for a positive vibe in your organization

- Growth mindset – continuous learning / Collaborative
- Hard work & tenacity / Self'disciplined
- Optimism as an attitude: visualize emotions when successful
- Tolerance/Integration of failures and Transformation into learnings
- Passion – Free your imagination and observe on hand opportunities
- Honesty

# You Can ...

- Help shifting the focus of career conversations from **Promotion to Progression** and developing in different directions.
- Create **“Moments that matter”**: give employees the permission to be curious about where their career could take them and the practical support to make progress.
- Help creating a culture and structure that supports **Career Experiment**
- Reward not for retaining people on own teams but **Retaining People** (and their potential) across the entire organization
- Where the question was once “How do I keep this person on my team?,” the question now needs to be

“How do I keep this person in my organization?”



What differentiates us is what makes us stronger as a team. Values are what keeps us together and define us in our efforts to achieve goals, honor commitment and create a great service experience.

Smart search    High Speed    High performance  
Solution selling    Values alignment