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Robert Half International

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A Tale of Two Job Markets

Hiring managers weigh in:
"How challenging is it for you to find skilled professionals today?"

Mean response on a one-to-five sliding scale, with five being extremely challenging and one being not challenging.



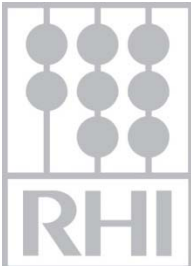
Source: Robert Half International and CareerBuilder.com survey of 528 hiring managers

Professionals weigh in:
"How challenging is it to find a job today?"

Mean response on a one-to-five sliding scale, with five being extremely challenging and one being not challenging.



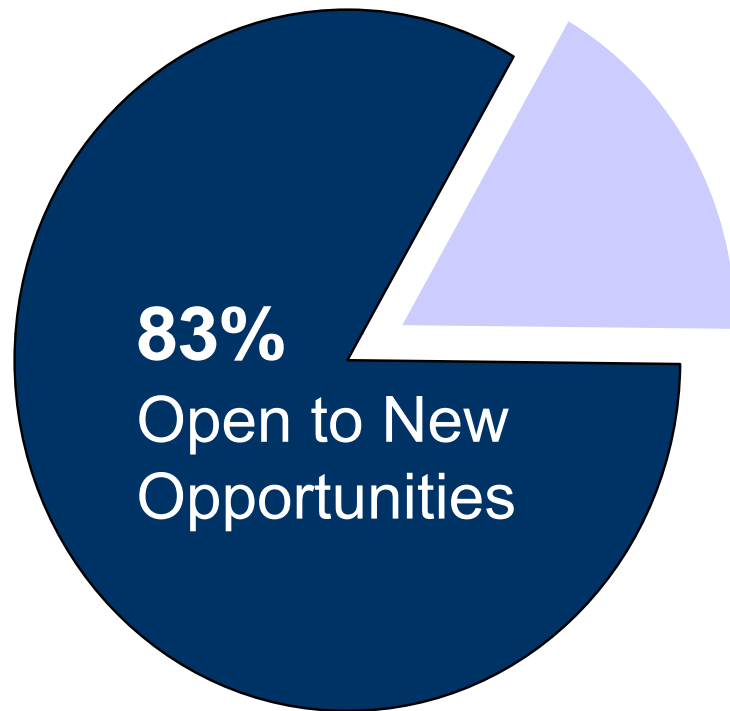
Source: Robert Half International and CareerBuilder.com survey of 508 workers



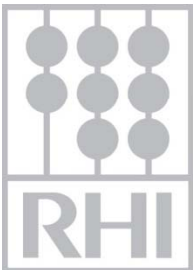
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Transient Workforce?



One-in-Four Workers **Do Not**
Feel Loyal to Their
Current Employer



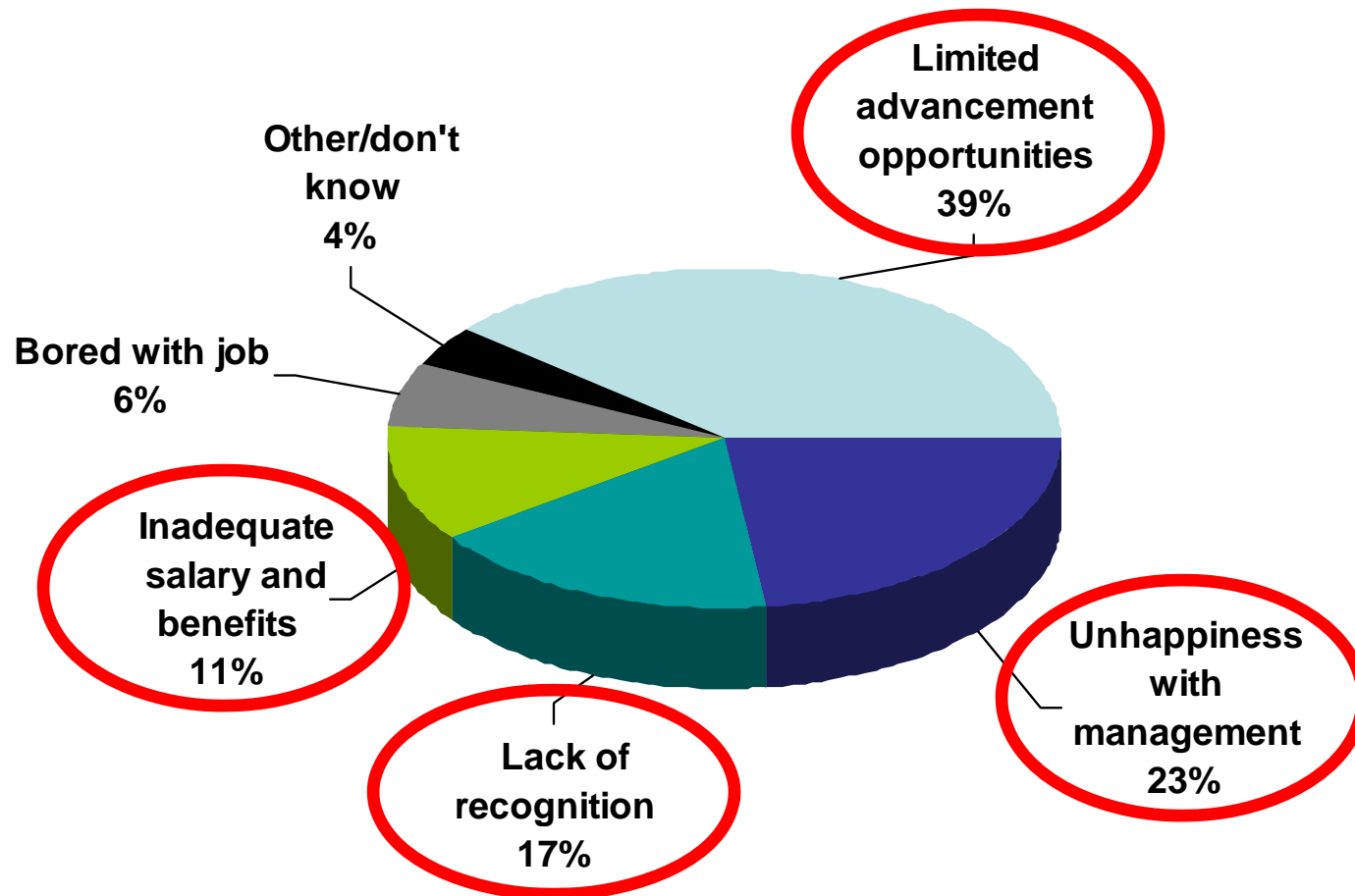
Agenda

- ▶ “Re-recruiting” Your Employees
- ▶ Insight from Workers
- ▶ Success Stories
- ▶ Getting Started
- ▶ Q&A



Why Good Employees Quit

Executives were asked, ***“Which of the following is most likely to cause good employees to quit their jobs?”***



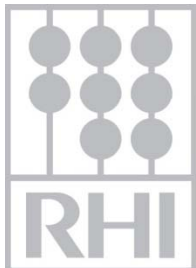
Source: Robert Half International survey of 150 executives from 1,000 of the largest U.S. firms

1. Opportunities Abound!

- ▶ Understanding motivators of skilled professionals
- ▶ Dedication to employee development, advancement
- ▶ Culture that is inclusive, open and provides opportunity

Company Performance	
FORTUNE 100 BEST COMPANIES TO WORK FOR®	Overall US Market
14.0%	6%

Turnover	
FORTUNE 100 BEST COMPANIES TO WORK FOR®	Overall US Market
12.6%	26%



The Best Workforce, Driving Forward the Best Products

2. Empowered by Management!

- ▶ Demonstrate trust
- ▶ Provide challenging work
- ▶ Encourage smart risk-taking
- ▶ Foster communication from the highest level of the organization – “Tone at the top”



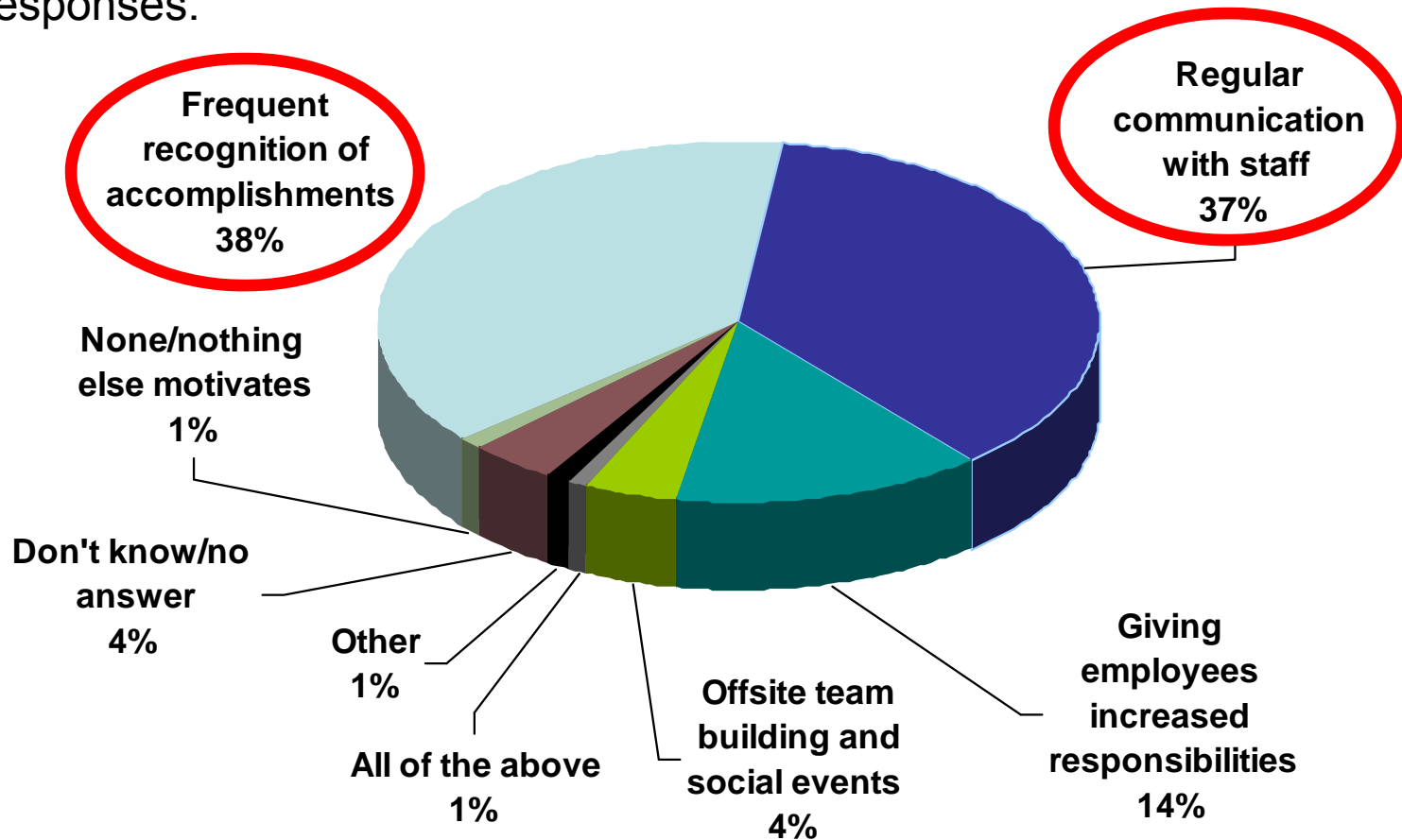
3. Recognition Rules!



Effective Recognition

Executives were asked, ***“Other than financial rewards, which one of the following is the most effective means of motivating your employees?”***

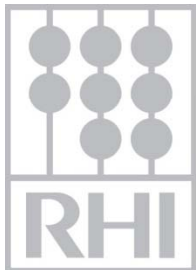
Their responses:



Source: Robert Half International
survey of 1,400 financial executives

4. Money Matters, too

- ▶ Do Your Homework
- ▶ One Size Does Not Fit All
- ▶ 3rd Quarter Salary Trends



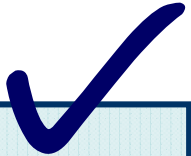
Happiness at Work: Flexible Schedules



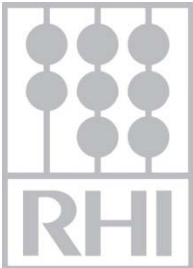
- ▶ Commit to success
- ▶ Be flexible with flex schedules
- ▶ Set expectations

Thinking Outside of the Box

- ▶ Put accountability in the hands of employees
- ▶ Opportunities to impact organization
- ▶ Exposure to other areas of organization
- ▶ Manage to achieve the results – not the effort
- ▶ Support the support system
- ▶ Giving back: community involvement
- ▶ Personal development
- ▶ Networking opportunities



THEME:
Empowering
Employees



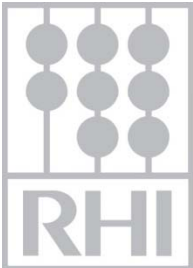
Retaining Gen Y Employees

- ▶ “Re-recruit” to improve retention
 - ▶ Cover the basics
 - ▶ Provide a conducive environment
 - ▶ Foster collegiality and collaboration
 - ▶ Create strong employee onboarding program to keep them engaged from the beginning
 - ▶ Keep the communication coming
 - ▶ Show them how to grow



Action Plan

- ▶ **Reflect:** Who are your employees? What makes them and your organization unique?
- ▶ **Get Educated:** What makes employees, prospects and customers tick?
- ▶ **Find Sources of Motivation:** Where can you give employees responsibilities?
- ▶ **Train and Trust:** Re-evaluate your training/education programs
- ▶ **Find an Emotional Connection:** “If you want to work with people who share a common desire to improve the quality of people’s lives” (Abbott)
- ▶ **Start Talking:** Don’t keep the information to yourself. Share with employees of all levels, get their feedback, let them help you establish the priorities
- ▶ **Understand:** There are things you can teach and things that are inherent – what qualities are necessary in a skilled candidate, what can be learned?



Q&A



Contact Us

- ▶ Request an additional complimentary copy of,
Employment Dynamics and Growth Expectations (EDGE) Report, by CareerBuilder.com and Robert Half International

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