

AREC/ARPM 2008 War for talent checklist

Is this happening in my work place?

- No career advancements
- Lack of recognition
- 1 Job is boring
- 1 Can get more money elsewhere
- 1 Stress levels
- 1 Lack of flexibility
- 1 Lack of support from senior management
- 1 I only hear from my boss when I stuff up
- 1 Boys club
- 1 Glass ceiling
- 1 Sticky floor
- 1 Politics
- 1 Managers & executives are not aligned
- 1 Hierarchy
- 1 Culture of fear and blame
- 1 Gender biased company

How can we retain & engage?

- 1 **Work life balance**
- 1 **Flexibility**
- 1 **Challenges = growth**
- 1 **Strong leadership**
- 1 **Fun**
- 1 **Career progression linked to my goals**
- 1 **Training = new skills**
- 1 **Reward & recognition**
- 1 **Culture and team**
- 1 **Open and transparent business**
- 1 **Feedback**
- 1 **Performance reviews**
- 1 **Mentoring and coaching**
- 1 **Trust**



Do you have

- 1 **Managers and teams who are connected to overall business vision**
- 1 **Good relationship with management**
- 1 **Empowerment (involved in decision making)**
- 1 **Workplace that is stimulating and rewarding – get rid of the politics**
- 1 **Meaningful job**

Where do you start?

Environment

Brand

Re-design jobs – part time, job sharing

Do you have a talent pool?

How are you using technology?

Re-engagement of retirees

Training

How to use your checklist

Share checklist with your team

Discuss and list where your team sees gaps in your business

Agree as a team to the 5 improvement areas to focus on

Identify the actions that can you put in place immediately – what will you start doing, stop doing and continue doing

For each action, who will do what and by when?

Agree as a team how you will measure success and often you will meet to assess your progress

Then just do it!