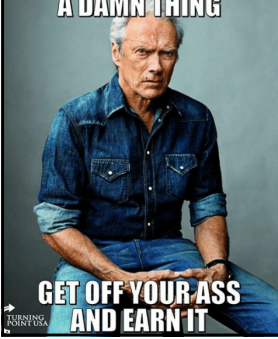


**NOBODY OWES YOU A DAMN THING**



**GET OFF YOUR ASS AND EARN IT**

**THE GREAT RESIGNATION!**

**ATTRACTING & RETAINING EMPLOYEES IN THE 21st CENTURY**

by  
**Scott Warrick, JD, MLHR, CEQC, SCP**  
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**Has The World Changed?**



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**I was born in 1960.**


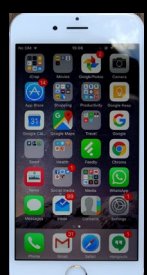

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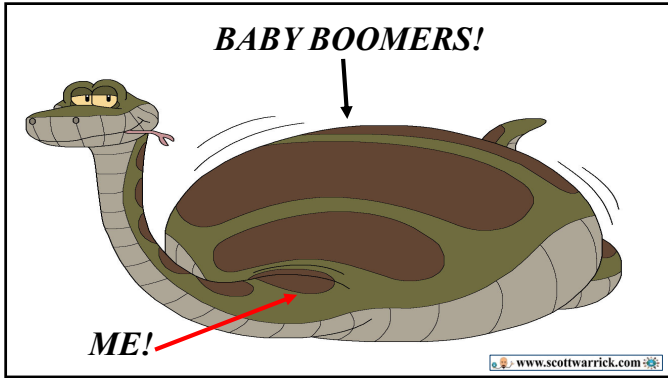

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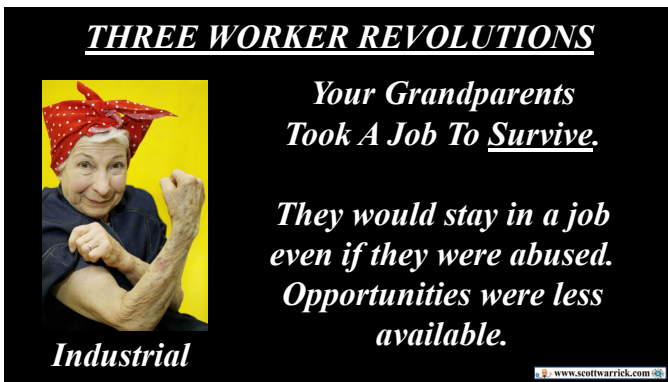
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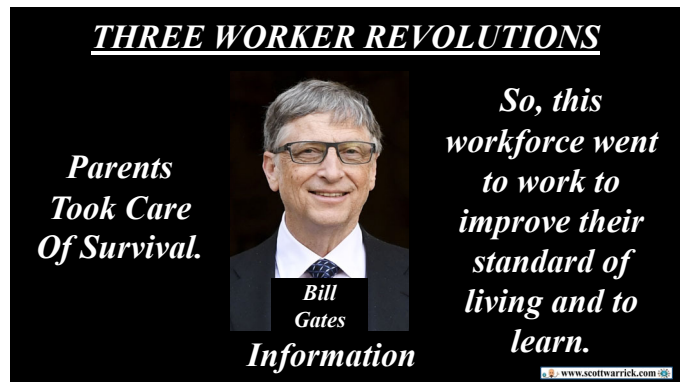
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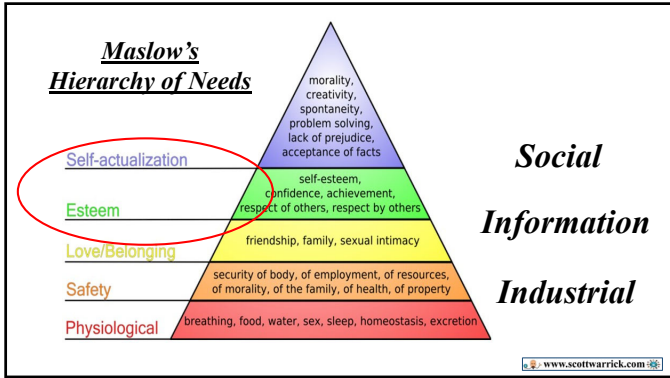
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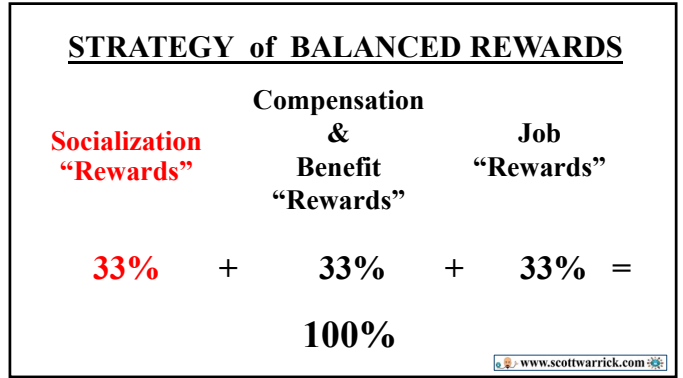
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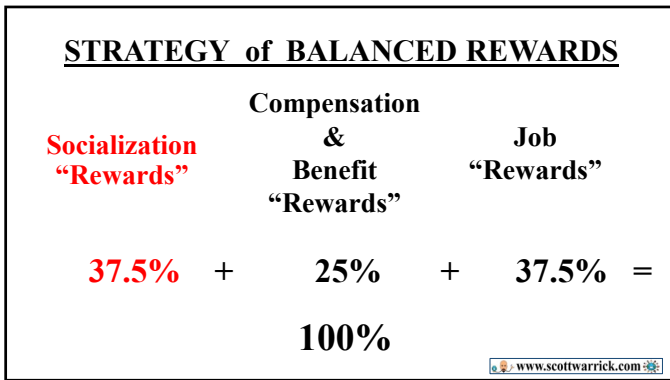
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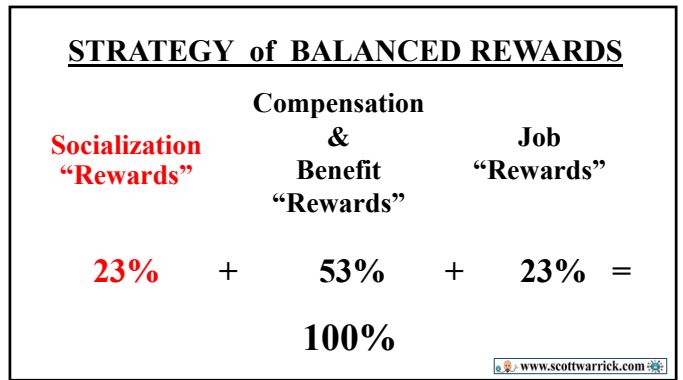
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16



17



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**BACK IN MY DAY**

You didn't need a smart phone to go poop

**Gallup Poll:  
America's Way  
of Managing  
Employees is  
30 Years  
Out Of Date.**

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**Diagnostic Diamond**

**EPR**  
Empathic Listening,  
Parrotting &  
"Rewards"

**Emotional Intelligence**  
Tolerance  
No Retreating  
or Attacking  
Intervention

**Trust**  
Is it Safe?

**Team**  
Everyone is  
focused on the  
same goals.

**"Hit King"**  
Failed 70%  
of the time

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**TRUST:**  
Is  
It  
**SAFE?**

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If It Is **UNSAFE**,  
There is no ...  
**TRUST,**  
**RESPECT**  
or  
**ETHICS.**

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Can We Discuss These Topics?

**TRUMP 2024**

**NEVER TRUMP**

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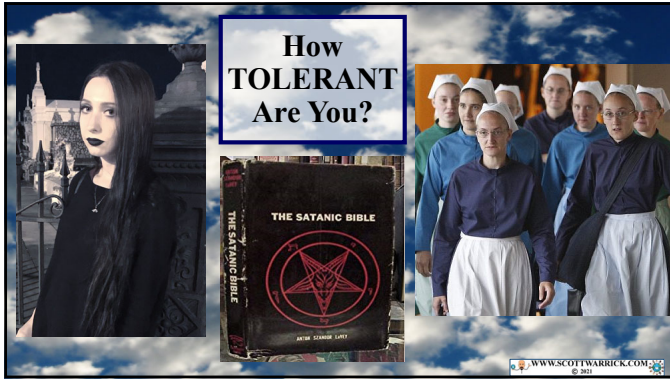
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**\$90/hr?**

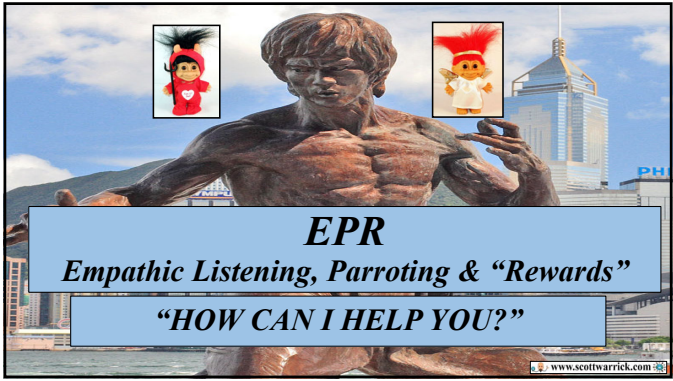
**Gen-Zers Will NOT Work For You If It Is **UNSAFE!****

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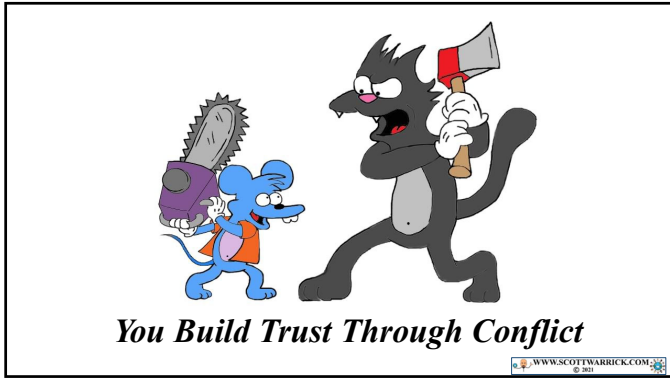
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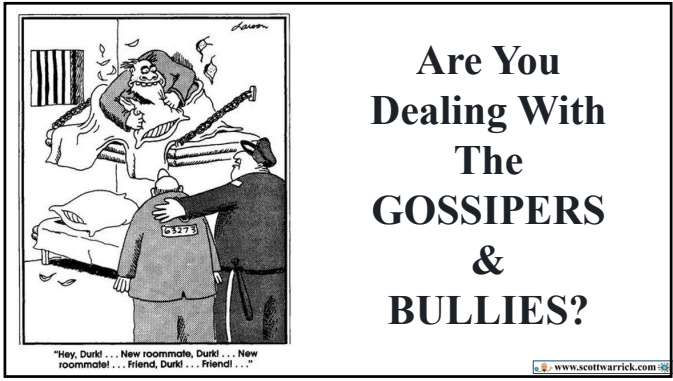
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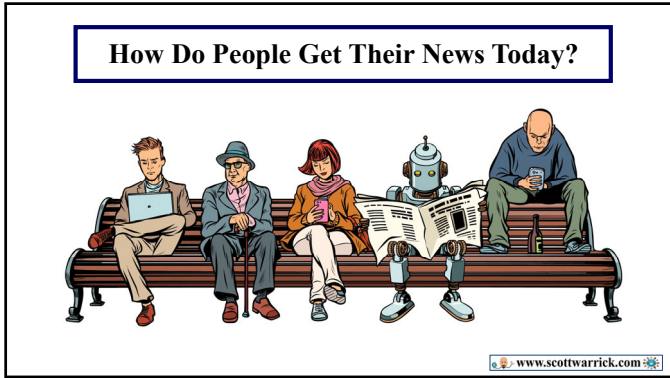
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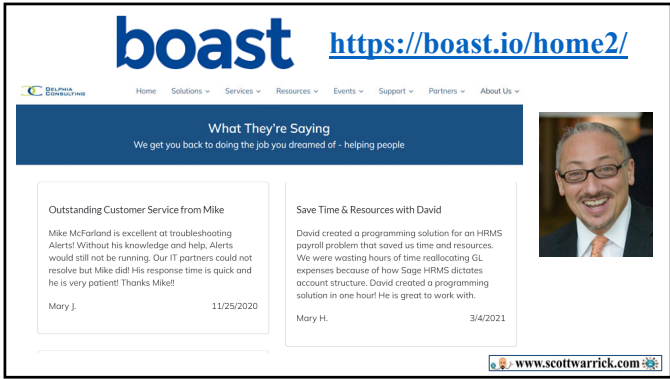
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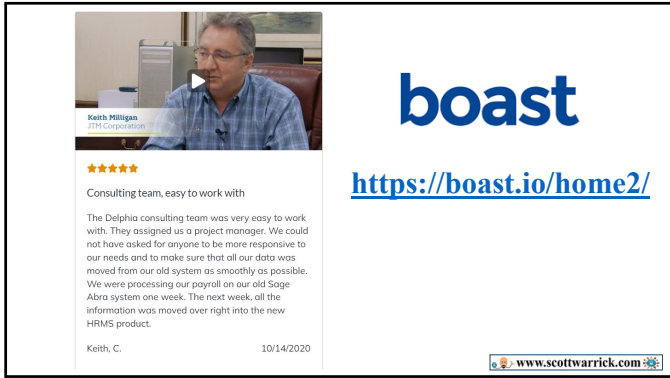
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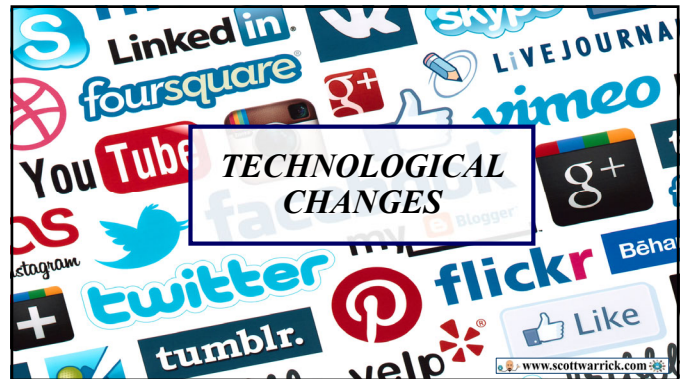




*What Does  
SOCIAL  
MEDIA  
Say About  
YOU?*

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**TECHNOLOGICAL CHANGES**

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**TECHNOLOGICAL CHANGES**



*Martin Cooper*

**Website MUST Fit On A Phone**

DESIGN LAYOUT  
BUSINESS WEBSITE BUILDER  
CONCEPT PAGES

**Website MUST Contain  
TESTIMONIALS & PURPOSE**

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**TECHNOLOGICAL CHANGES**



*Martin Cooper*

**Employment Application**

**APPLY ONLINE**

**No More Than  
5 to 10 Minutes To Complete**

**Be Able To SAVE**

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**TECHNOLOGICAL CHANGES**



*Martin Cooper*

**Recruit and Communicate  
SNAPCHAT**



**SnapChat**

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**INTERVIEWING & ORIENTATION**



**AM I READY FOR THIS  
INTERVIEW?**

**FALSE: THE QUESTION IS, IS THIS INTERVIEW  
READY FOR ME?**

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**INTERVIEWING & ORIENTATION**

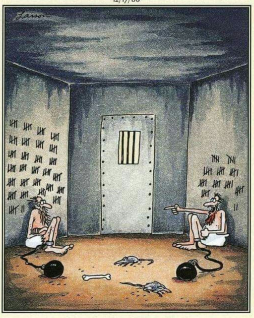
*Employee Orientation Begins At The INTERVIEW!*

*Ask Questions Regarding Emotional Intelligence*

- Describe The Culture: "SAFE"*
- How Flexible Is The Organization?*
- Use RFP: Realistic Job Preview*
- Take On Tour*

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**Are You PROPERLY Orienting New Employees?**

*"And another thing! I'm sick and tired of you callin' me 'new kid' all the time!"*

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**STRATEGY of BALANCED REWARDS**

Socialization "Rewards"	+	Compensation & Benefit "Rewards"	+	Job "Rewards"	=
33%		33%		33%	
<b>100%</b>					

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**Does The Work MATCH The Job Description?**

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**PROPER TRAINING?**



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**Performance Appraisal**

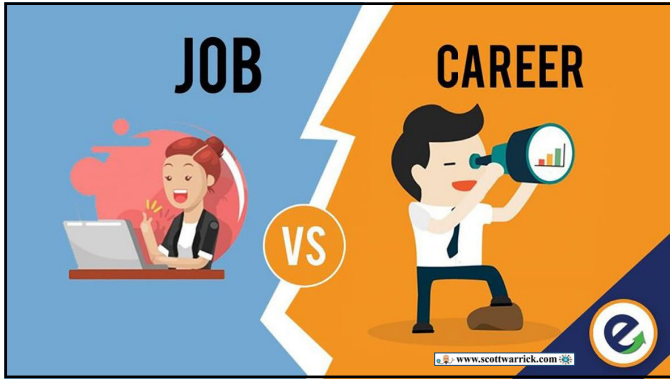


**Positive Feedback AT LEAST Once A Week**

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Before They Start  
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A GUIDE TO MANAGING YOUR WORK-WORLD  
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