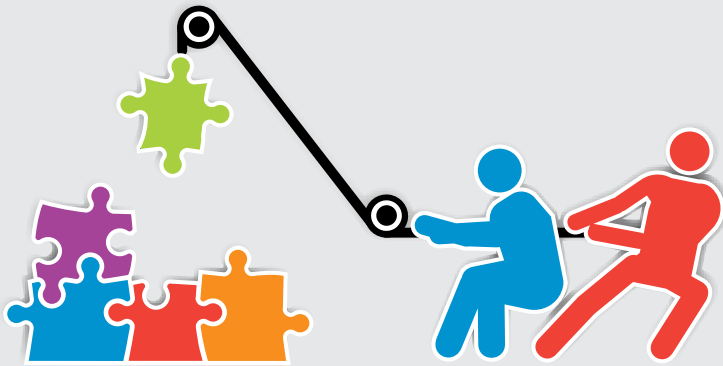


What Matters Most?

No surprise here – it's PEOPLE. People transform outcomes, change the course, and alter the way we do things. They innovate, they discover, they create revenue and profits. People can deliver unparalleled levels of engagement and productivity when we know WHAT MATTERS MOST? Engaging, developing and retaining PEOPLE will be the biggest challenge facing executives over the next ten years.

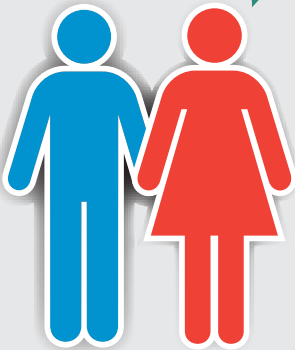


It's time to focus on keeping the best talent...

01	● REWARDING AND RETAINING THE BEST EMPLOYEES	
	▶ DEVELOPING THE NEXT GENERATION OF CORPORATE LEADERS	02
03	● CREATING A CORPORATE CULTURE THAT ATTRACTS THE BEST TALENT	
	▶ REMAIN COMPETITIVE IN THE TALENT MARKETPLACE	04
05	● FINDING EMPLOYEES WITH SPECIALIZED SKILLS NEEDED	

(Source: SHRM Research Spotlight: Future HR Challenges and Talent Management Tactics, 2012)

WHY WE STAY!



(Source: A White Paper About Organizational Stay Factors by Career Systems International and Jordan Evans Group, October 2012)

WHY IT MATTERS?

Globalization and demographics fuel concern about skill shortages.	Workers' attitudes and work expectations are diverse, unique and changing.	Global competition for talent provides new employment options, continuously luring the best and the brightest.	Social media and new job search methods make it easier to uncover opportunities.	Bottom-line results are impacted by the cost of losing talent.	In times of uncertainty and change, the risks for losing top talent are especially high.	In the global economy, talent is the key differentiator.

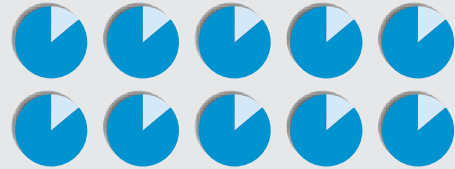
WHAT TO DO?

It's a new age of conversation, so talk about what matters!



Sit down with an employee for 2 hours and map out a career plan for the year?

OR



Do the same thing in a dozen 10-minute conversations over the year?

Don't wait for the



Raw, real human conversation can be the most **direct path** to greater awareness and stronger relationships.

Not getting what you want? **ASK...and you may receive.**

WHAT'S YOUR WORD? GRAB IT AND GAB IT!



The Development Dictionary

The Engagement Dictionary



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