

2018 GIG

Your Greatest Assets

Finding and Keeping Great People

Marc Fisher

Origin Acoustics





**Is there anyone in your company who
wouldn't disappoint you
by resigning today?**

Let them go as soon as you get back!



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Hire for Personality and Attitude

Train for skills



Desired Traits

- Positive attitude
- Self motivated
- Self managed
- Driven to excel
- Personal integrity
- Teachable
- Dependable



Fire People Before They Are Employees

It is less painful for everyone

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Now That You Have Them...

...let's keep them



Why Employees Stay

- Gallup poll
 - 12 Million workers
 - 7,000 companies

Relationship with their direct manager
had the greatest effect on their decision
to stay or leave the company





**Employees don't quit their jobs,
They quit their manager**



Opportunities for Growth

Create a Path



What Do You Have to Offer?

- Definition of success
- Core values
- Goals
- Family
- Financial



Changing Their Seat on the Bus

- Not just up or out
- Lateral moves
- Explore additional talents
- Stretch for more responsibility



The Effect of Respect

What your employees are silently asking:

- Are my priorities your priorities?
- Do you see my value?
- Do you listen to my input?
- Have I become a piece of furniture?
- Do you want me here?
- Why Would you leave?
- What should we do differently?



Trust

- Hire good people and get out of their way
- Let them make mistakes
- Sort for the positive



Tell Them They Matter!

- You are a huge asset
- We need your input
- I am impressed with your effort
- It would be hard to do this without you

COSTS NOTHING



Table Discussion

- Find
 - Where and How do you find the best people
- Hire
 - 1 Good Vetting Question - - 1 Thing about your company that is appealing
- Keep
 - What do you do that keeps them there



