



# NON-FINANCIAL STRATEGIES FOR ENHANCING RECRUITMENT & RETENTION

“Do your best until you know better. Then, when you know better, do better” ~Maya Angelou

# What is organizational development and why does it matter?

## What:

- Ongoing, systematic process
- Involves solving problems
- Enhancing workplace effectiveness
- Behavioral Science based
- Focuses on structures, systems, & processes

## Why:

- Enhances adaptability and performance
- Increases employee satisfaction and retention
- Fosters innovation
- Enhances organizational culture
- Builds strong leaders



# WHAT INFLUENCES RETENTION?

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# Why Do People Stay?

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- Organizational culture
- Leadership effectiveness
- Compensation & benefits
- Opportunities for advancement
- Work-life balance initiatives
- Recognition & appreciation
- Job satisfaction
- Quality of relationships with colleagues and supervisors
- Alignment of personal values with organizational objectives
- Availability of professional development



**THE SYSTEM PRODUCES WHAT IT'S  
DESIGNED TO PRODUCE.**

# What is a toxic work environment?

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A toxic work environment is characterized by a persistent and pervasive atmosphere that undermines individuals' dignity and well-being.

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## Examples:

- Discrimination
- Harassment
- Persistent negative communication
- Micromanagement
- Unaddressed conflicts
- Lack of work-life balance

# | What are the effects?

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- Decreased productivity and quality of work
- Increased employee turnover
  - *33% of employees salary*
- Health problems
  - *Increased health premiums and absenteeism*
- Poor team dynamics
- Damage to professional relationships
- Loss of intellectual capital
- Harm to organization's reputation
- Legal and financial repercussions
  - *Lawsuits*

# THE GREAT RESIGNATION

## Quiet Quitting



**Thriving at work**  
*(Engaged)*



**Quiet quitting**  
*(Not engaged)*



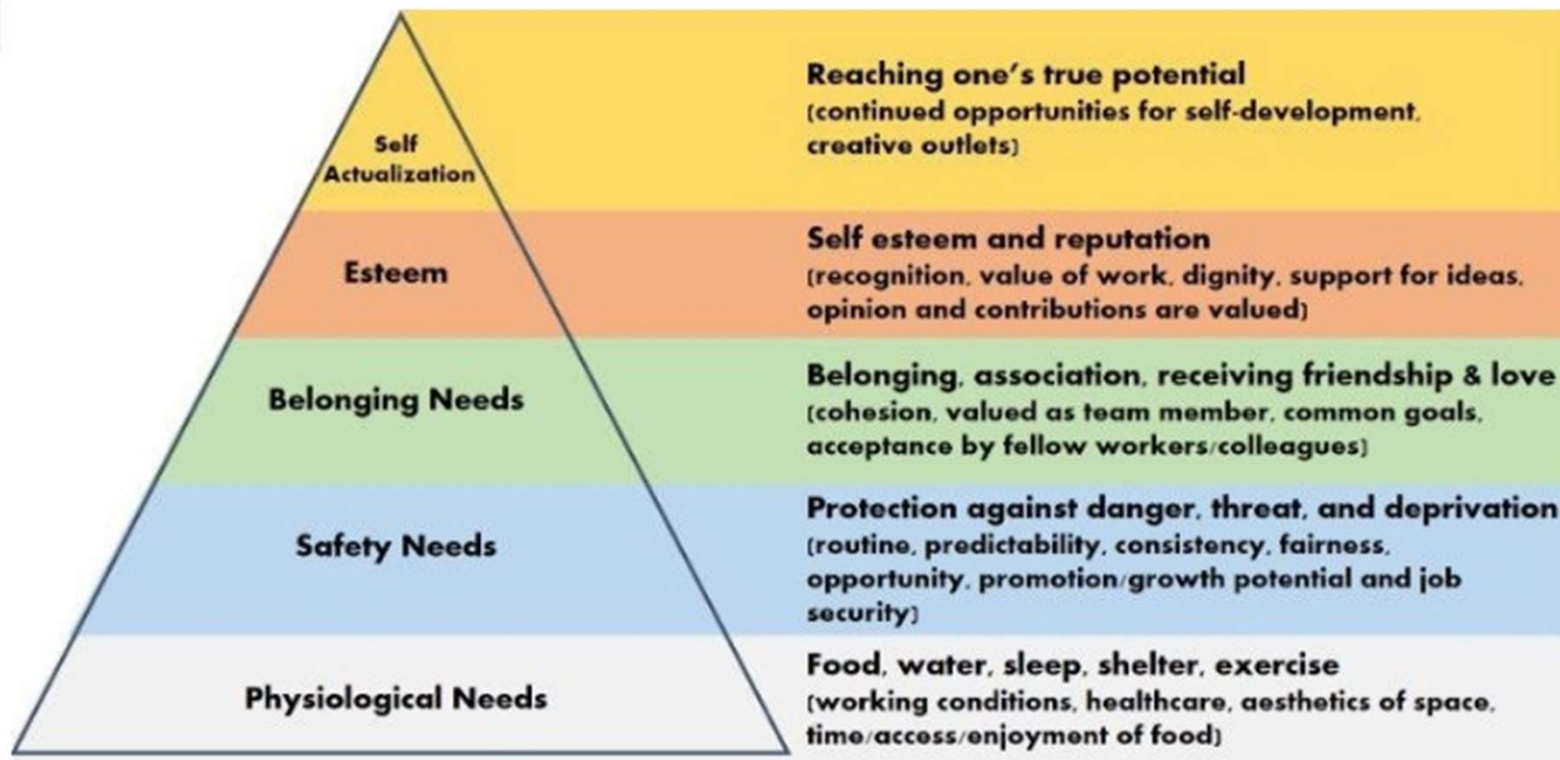
**Loud quitting**  
*(Actively disengaged)*





# **REENGINEERING THE WORKPLACE**

# Where Do We Start?



"The best use of money as a motivator is to pay people enough to take the issue of money off the table." ~Daniel Pink

# MOTIVATION VS. ENGAGEMENT

## Employee Motivation

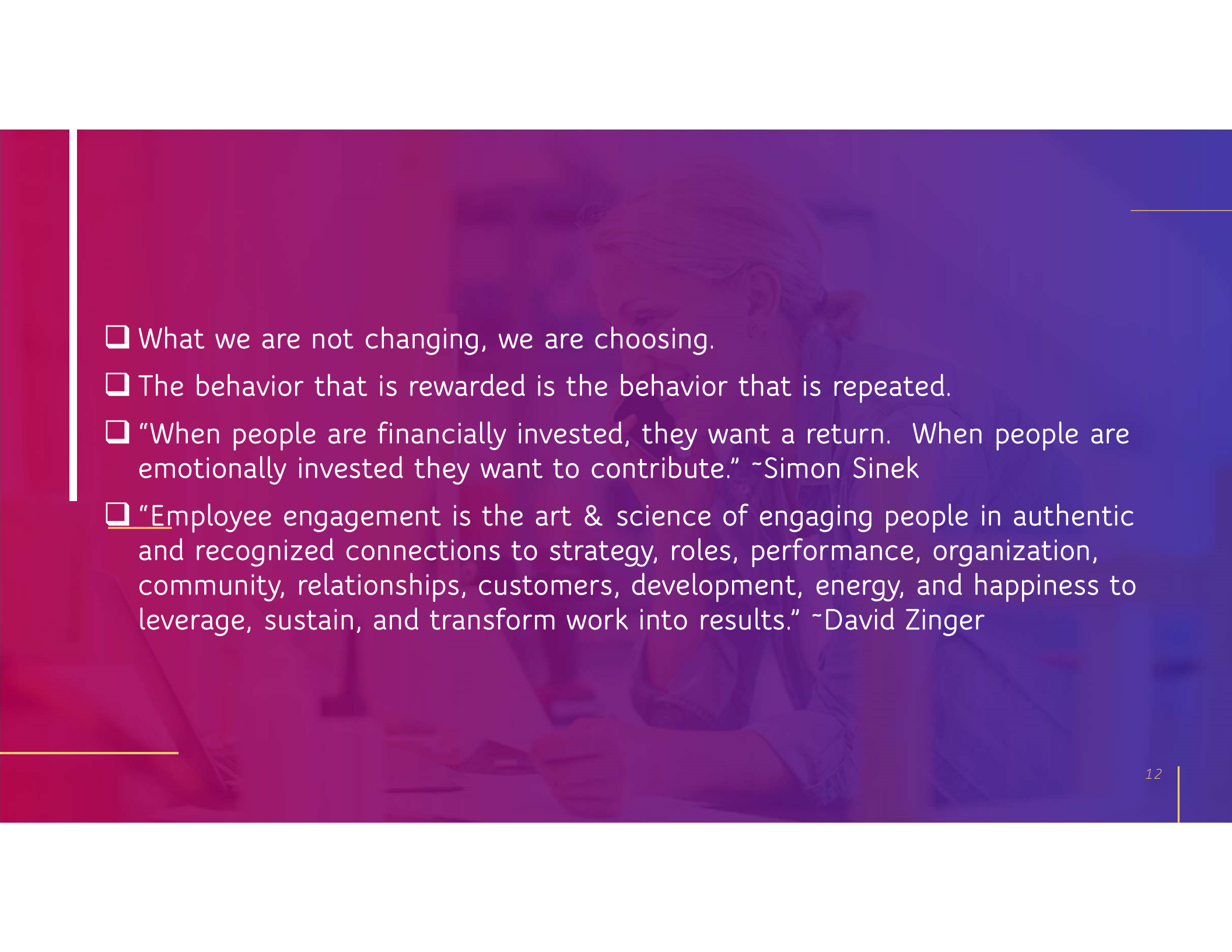
Refers to internal and external factors that stimulate workers to take action towards accomplishing goals.

- Intrinsic
  - Personal growth
  - Fulfillment
  - Satisfaction of achievement
- Extrinsic
  - Pay raises
  - Bonuses
  - Rewards or recognition

## Employee Engagement

Refers to the emotional commitment and sense of passion towards one's job, organization, values and goals.

- Low turnover rates
- Increased productivity
- Loyal

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- A woman with blonde hair tied back, wearing a dark blazer, is seated at a table in a meeting. She is looking down at a document or laptop. The background is blurred, showing other people in a professional setting. The image has a purple and blue color overlay.
- ❑ What we are not changing, we are choosing.
  - ❑ The behavior that is rewarded is the behavior that is repeated.
  - ❑ “When people are financially invested, they want a return. When people are emotionally invested they want to contribute.” ~Simon Sinek
  - ❑ “Employee engagement is the art & science of engaging people in authentic and recognized connections to strategy, roles, performance, organization, community, relationships, customers, development, energy, and happiness to leverage, sustain, and transform work into results.” ~David Zinger

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- The background of the slide is a photograph of two women standing in what appears to be a shop or library. The woman on the left is wearing a dark top and has her arms crossed. The woman on the right is wearing a white shirt and a dark apron, also with her arms crossed. They are both looking towards the right. The image is overlaid with a semi-transparent purple and blue gradient.
- B – Behavior

What needs to change?

- E – Effect

How does the behavior effect others?

- A – Alternate Behavior

What is the appropriate behavior?

- R – Results of new behavior

What are the benefits?



**Thank you**