



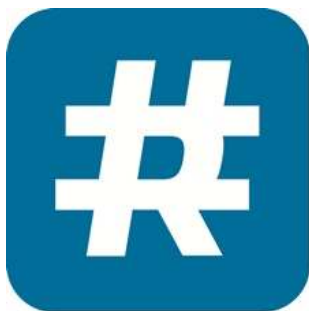
Talent Search

RETAINING WORKFORCE TALENT



Presented By:
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Chief Engagement Officer

Best Practice Sharing



RETROFIT™

- ▶ “How happy are you at work?”
- ▶ Created a culture of thanks.
- ▶ CEO led innovation meetings.



Best Practice Sharing

ArrowStream

- ▶ Above market salary rates at all levels
- ▶ Weekly and biweekly 1:1's
- ▶ Focus on organic growth
- ▶ Full cycle recruiting process, behavioral interviews, and three level approach to interview process.



Best Practice Sharing

- ▶ Global Company
- ▶ Founder's Day
- ▶ Partnering with local organizations and give back to the community.



Best Practice Sharing



- ▶ CEO led presentation for the year
- ▶ Monthly town halls
- ▶ Company blog
- ▶ Partners with Little City Foundation=employment opps for individuals with autism and developmental disabilities



Putting YOU to Work

- ▶ As leaders...what can you do to positively impact the talent management efforts in your area of influence?
- ▶ What can you do to overcome the challenges you face with your team?
- ▶ What programs or practices can you put in place to advance your talent management plans?
- ▶ Group Huddles



Contact Information



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