

COMPLETED SEARCHES

COO

Specialty Chemical Manufacturer

Audit Manager

National CPA Firm

Human Resources Manager

Medical Devices Manufacturer

Sr. Marketing Manager

Global Nutrition Leader

Credit Risk Manager

Commercial Bank

Sr. Financial Analyst

PE Funded Packaging Industry

Executive Director

Consumer Products Association

Project Engineer

Automotive Components Industry

HR Business Partner

Hospital Holding Company

VP Finance

Engineered Product Manufacturer

DID YOU KNOW?

Only 30% of employees are engaged and inspired at work.

That the average American drink 600 sodas a year.

The U.S. economy added 280,000 jobs in May.

Two thirds of the people on Earth have never seen snow.

Average hourly earnings for private-sector workers is \$24.96.

There are more life forms on your body than there are people on earth.

It would take a 1,000 years to watch every video on YouTube.

The Battle for Talent

Talent is best defined as gifted and high quality employees with the natural ability to excel at a duty or action. As positive differentiators, talent ranges from 3% to 15% in the vast majority of companies, regardless of size. In 2014 the pendulum swung from the Company in favor of talent. The momentum of organic growth, reemergence of the IPO, creation of new products, push on completing acquisitions, attractiveness and availability of inexpensive money, and expansion of international markets have all contributed to the increasing need for talent. Couple that with lean bench strength, a lack of talent development in the 2000-2003 and 2008-2011 due to fragile economies, and increasing retirements of baby boomers have additionally led to an intriguing marketplace.

So why will talent leave? One reason is not being challenged; therefore feeling undervalued or appreciated. Talent is passionate about making a difference and if not challenged and empowered, will be encouraged to take their passion elsewhere. Talent is wired to improve and add value. They are built to change and innovate. Talent has good ideas, insights, and observations. If you don't listen to them, someone else will.

Another reason is lack of respect for leadership. Talent wants to contribute and leadership needs to give them a voice and increase their responsibilities. Leaders don't take credit, they give it. Failure to inspire and recognize talent is another way of asking them to leave. Businesses do not fail, leadership fails. Success is most often based on strong leadership and the ability to attract, manage, motivate and retain the talent needed to move the business forward.

To retain talent, leadership needs to challenge, engage, and value these key employees. Talent needs to be rewarded emotionally, intellectually & financially. Empowering leadership and stimulated talent breeds success.