WINNING THE WAR FOR TALENT

APRIL 20, 2022
ALEX CHAUSOVSKY - PRESENTER

- Director of Analytics & Consulting, Miller Resource Group
- Highly experienced market researcher and analyst with more than twenty years of experience in economics, industrial manufacturing, automation, and advanced technology trends.
Attracting the Top Talent

WHAT CAN YOUR ORGANIZATION DO TO STAND APART?
Factors of Consideration

- Your Leadership
- Your Strategy
- Your Culture
- Your Comp & Benefits
- Your Management Team

- Your Vision
- Your Mission
- Your Values
- Your Market
- Your Product
MARKET
Markets are not monolithic.

PRODUCT
Explain why your offering is positioned to take advantage of growth?

TEAM
Who are the Key Players and what have they accomplished?

MISSION
What is the company trying to accomplish beyond making money?
What is your Company's Mission?

**3M:**
To solve unsolved problems innovatively.

**CARGIL:**
To improve the standard of living around the world.

**NIKE:**
To experience the emotion of competition, winning, and crushing competitors.

**WALT DISNEY:**
To make people happy.

**WAL-MART**
to give ordinary folk the chance to buy the same things as rich people.

Source: HBR
**CHALLENGE**
The work itself, technology, market, etc.

**LOCATION**
Geography, ability to live & Work where you want.

**ADVANCEMENT**
Career growth, increasing responsibility.

**MONEY**
Overall Compensation

**PEOPLE**
Your manager and coworkers

**SECURITY**
Likelihood of long-term employment

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**CLAMPS**
A vital part of the conversation with candidates

Source: Miller Resource Group, MRINetwork
QUESTIONS
THANK YOU!

NEXT WEBINAR IN THE SERIES:
WEDNESDAY, JUNE 8, 2022