

Attract and Retention Initiatives

What does not work:

One size fits all – for pay and talent

Taking away what staff had (K t/o)

Not having proper measures for what
is required like “potential”

Not communicating that they are key

Diversification – is important – but
again not as a one size fits all

Bring in with high packages but then
they are expected to fit the box

Talent:

What works – quarterly review of the
talent pool,

Competency testing and alignment

Do people know what they need to
do to stay in the talent pool

Work Life balance – is it a new
burning issue

Compressed work week

The close ties between talent and
remuneration

