



Hiring and Talent Trends During COVID-19

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Presenters



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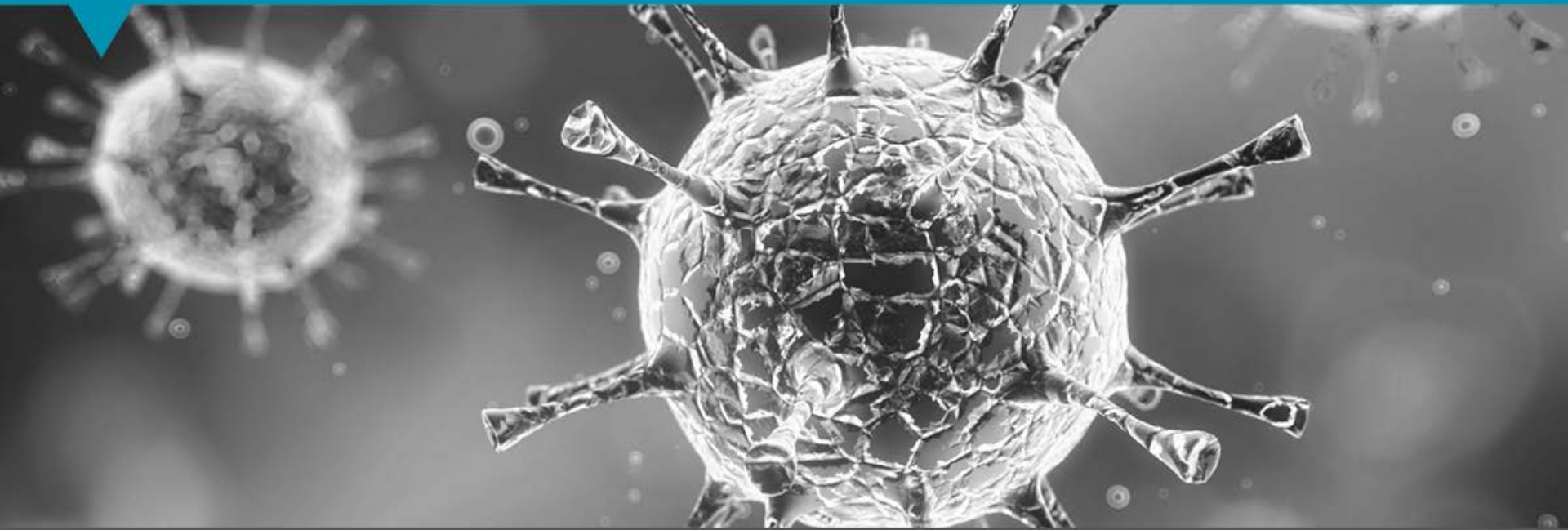
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Agenda

- The Talent Market
- Recruiting
- Retention
- Training & Development
- Questions to Ask



The 2020 Talent Rollercoaster



- January through mid-March
- March and April
- May
- June and beyond

Recruiting

- Hiring is picking up.
- Executive-level jobs are among first to come back.
- Candidates are responding to outreach.
- Candidates are more comfortable with technology.
- The hiring process is moving faster.
- Hiring (and onboarding) are happening without face-to-face meetings.
- Employer brand remains critical.

Retention



- Voluntary turnover is increasing.
- Adapting organizational culture to the new environment is critical.
- Some Baby Boomers are contemplating retirement.

Training & Development



- Put succession plans in place for senior team members.
- Prepare next-level leaders to step up.
- Use down time to cross-train and engage workers.

Questions Leaders Need to Ask

- Even if work CAN be done remotely, is a remote culture right for your organization and every role?
- How would you describe your organization's value proposition to a potential job candidate today?
- If a potential job candidate asked about your organization's current culture, could you describe it?
- How comfortable are your organization's most senior leaders with returning to work?
- With fewer employees physically together in the workplace, will there be fewer opportunities for coaching moments to occur organically?



Questions



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