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“Reframing success in leadership”

Chris Taylor

Coach + Consultant + Faculty

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- *Executive Search*



- *Consulting, Coaching,
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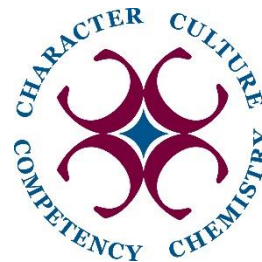
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Category : Accounting/Finance

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Program Business Analyst

Centennial, Inc. has been retained by our highly valued client to **confidentially** recruit a **Program Business Analyst** for their location in Greater Oklahoma City, OK. Reporting to senior leadership and working directly with program managers on assigned programs; responsible for contributing to successful and timely delivery of complex contracts. This is a very visible and exciting key role with overall analytical responsibility and full accountability for the program planning and cash flow analysis. This is a highly compensated "hands on" leadership role requiring the unique combination of a dynamic and energized financial professional with true business acumen; proven successes in working in a fast paced and highly detailed environment with demonstrated ability to provide timely and insightful financial guidance, recommendations

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Blog Post

The screenshot shows the Centennial Inc. website with a dark blue header. The logo, featuring a stylized 'C' and the text 'CENTENNIAL TALENT STRATEGY & EXECUTIVE SEARCH', is on the left. On the right, there's a contact number '888-366-3760' and social media icons for LinkedIn, Twitter, Facebook, Google+, RSS, and YouTube. A navigation bar below the header contains links: HOME, EXECUTIVE SEARCH, TALENT STRATEGY, CAREERS, BLOG (circled in green), ABOUT US, and CONTACT. A large green arrow points from the 'BLOG' link to a search bar on the right that says 'Search our blog...'. Below the navigation bar, the main content area displays two blog posts. The first post is titled 'Scaling A Business with Robin Throckmorton' by Mike Sipple, Jr., with 0 comments and social sharing options. The second post is titled 'Looking At Things Differently To Make A Greater Impact with Clare Blankemeyer and Jessica Baron' by Mike Sipple, Jr., also with 0 comments and social sharing options. On the right sidebar, there are social media follow links for Twitter, Facebook, LinkedIn, and Instagram. Below these, a black box states 'Leaders are Subscribed 24,515'. At the bottom of the sidebar, a 'Categories' section (circled in green) lists: Career Growth & Coaching, Corporate Culture, Executive Search & Hiring, In the News, and Leadership Development.

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Leadership Development


Scaling A Business with Robin Throckmorton
by Mike Sipple, Jr.


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This week Mike is back and he is talking to Robin Throckmorton about being an entrepreneur. If you own a business you don't want to miss this one. Robin is the Founder and President of Strategic HR. She shares her insights and lessons learned about starting as a solo-prenuer, and how she scaled her business [...]


Category: Talent Magnet Institute Podcast


Continue reading »


Looking At Things Differently To Make A Greater Impact with Clare Blankemeyer and Jessica Baron
We can choose to be our best selves, even when it imperils our lives.
by Mike Sipple, Jr.


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This week's episode is inspiring and has many great lessons on impact as Jessica Baron takes the mic to talk to mover and shaker Clare Zlatic Blankemeyer, the Vice President of Strategic Initiatives for the Mayerson Foundation and President of Impact 100. Among many topics, they discuss how thinking about problems from a different perspective [...]

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Retaining Top Talent



EMPLOYEE ENGAGEMENT ESSENTIALS

Strategies For Retaining Your Top Talent

Your business is powered by people. When everyone feels valued, understood, and a part of a community with a common purpose, they stay engaged, bring their best, and they stay where they are.

Dear Fellow Leader,

As you know quality talent is hard to find at every level. Retention sees employers complain about it all the time. They blame in on generation workers, and more.

Why do employees really leave?

With costs for voluntary turnover increasing every year, it is imperative to figure out how to retain top talent. It's just good business sense (and

The Work Institute conservatively estimates that costs for voluntary turnover in 2018 nationally. *

But we are here to help! This resource is a guide to help you create a culture that is easy to implement.

Please contact us to help you take the next step in your retention strategy opportunity to serve you.

Here's to your success!

Mike Sipple, Founder and CEO, Talent Magnet Institute
Elyse Jarard, Director, Content and Engagement



• 2019 Work Institute Retention Report
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THE PROBLEM

35% of employees will leave their jobs each year by 2023 to go work for someone else. *

WHY?

According to The Work Institute's 2019 Retention Report,* the top three reasons people leave are:

#1: Lack of Career Development

#2: Work/Life Balance Issues

#3: Manager Behavior

THE SOLUTION

This is your guide to implement solutions to retain

What if we told you it's not about the money. Talent continuity is about creating an emotional connection to the growth you are helping

SOLUTION #1: PROVIDE OPPORTUNITIES FOR PROFESSIONAL LEADERSHIP DEVELOPMENT, AND UPWARD MOBILITY

When you think of your talent pool as a continuum of development, you have a veritable gold mine under your nose! Professional and personal growth empowers team members, and creates an internal pipeline of talent to money on continually attracting and recruiting. Mine the G-O-L-D.

G: What are their innate GIFTS? Recognize that your team members have interests that drive them to do what they do inside and outside of work. They possess hidden potential that they can use to make your business thrive.

O: Do you create development OPPORTUNITIES for all levels of your organization? Have they worked their way up from entry level positions because they

L: How do you identify emerging LEADERS? How do you empower them to stay with your organization?

D: DEVELOP feedback protocols that are aligned with the cultural values that you are living.

Lack of development opportunities was the #1 reason people leave. How can you create ways to cross-pollinate your organization?



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Schedule flexibility and commute are two reasons Work-Life Balance is ranked the #2 reason that people leave.

Here are some tips to address this.

SOLUTION #2: PROVIDE OPPORTUNITIES FOR FLEXIBILITY WHILE BUILDING TRUST

Not all organizations can accommodate remote workers. However, creating flexible scheduling, thinking outside the box about when work is done, and developing structure to build trust on both ends of the stick will help you win the retention battle.

- ✓ Build trust with structure. When employees know what they are responsible for, and there are clear goals and benchmarks, it is easy for both parties to measure success and accomplishment.
- ✓ Communicate often. A regularly scheduled meeting will allow employees who need flexibility to schedule other obligations around work. When pop-up meetings are a regular occurrence, trust breaks down and it disempowers everyone on the team. Providing regular feedback with a structured format will also improve communication, so everyone is on the same page.
- ✓ Do an audit of your workforce and find out what kind of flexibility they need.

Listen to an insightful conversation about retention on the Talent Magnet Institute Podcast, Episode #86

TIP: Perform "stay" interviews. Don't wait until they leave to find out what went wrong.

Management Behavior was the #3 reason why people voluntarily left a job in 2018. Emphasizing good soft skills is a key element of a retention strategy that is often overlooked.

SOLUTION #3: TRAIN MANAGEMENT AND HIRE LEADERS WITH GOOD SOFT SKILLS

Communicating effectively and building trust are key skills that are often overlooked in management hiring decisions. However, soft skills are undervalued. When employees feel that they can't trust their supervisor, or that they don't feel safe to be honest, they look elsewhere.

- ✓ Teach managers to mentor instead of manage. This builds a trusting relationship, that benefits everyone.
- ✓ Keep your word, be the example and follow through. Consistency in language and action is a powerful motivator.
- ✓ Initiate training for new managers, and continuous re-training for existing managers on how to communicate effectively and empower teams.

TIP: Replacing people is expensive. It costs an average of \$15,000 to replace someone due to voluntary turnover. Look at your budget and allocate funds from replacement costs to retention initiatives.



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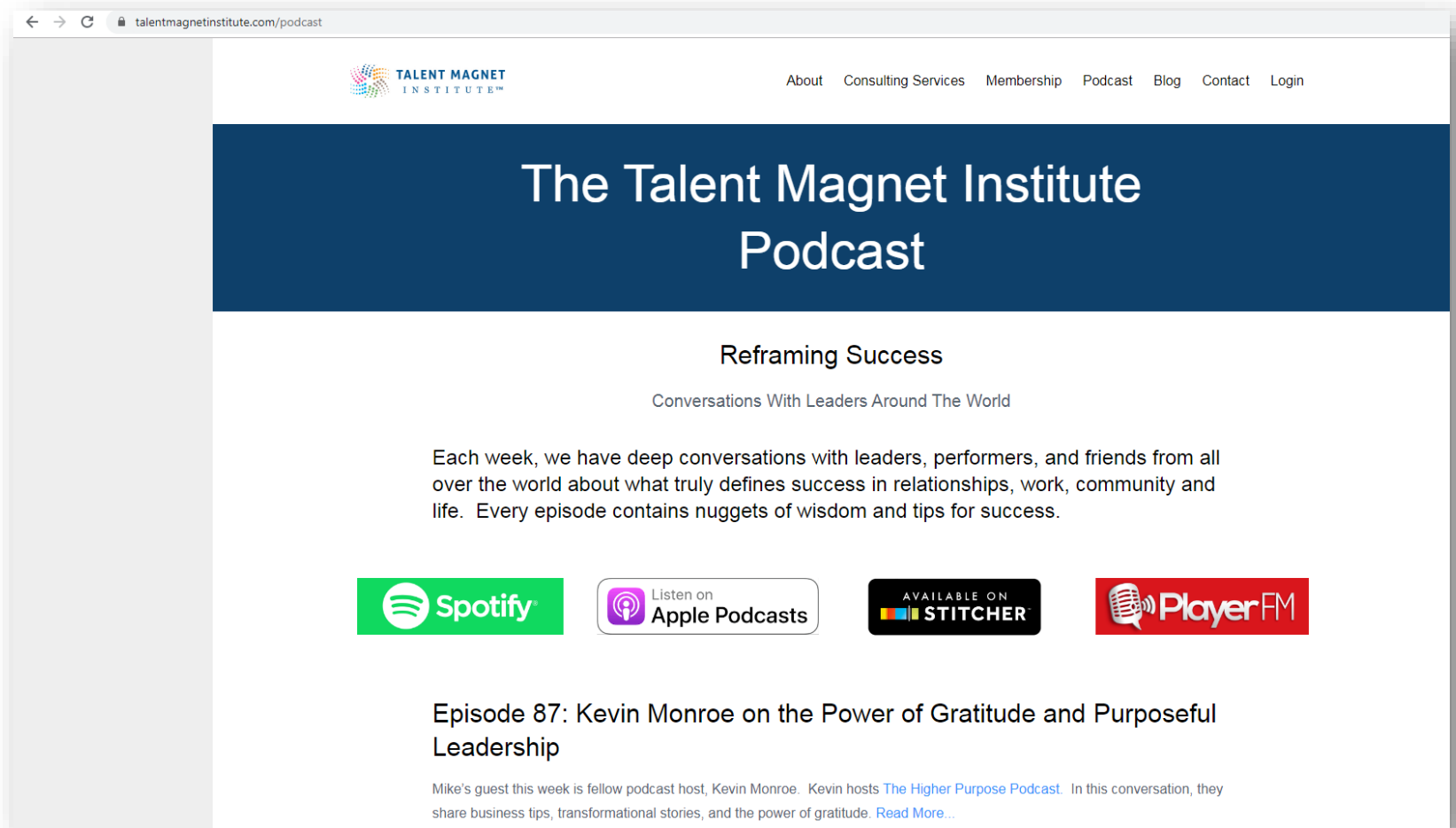


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Podcasts



The screenshot shows a web browser window with the URL talentmagnetinstitute.com/podcast. The page features a dark blue header with the Talent Magnet Institute logo and a navigation menu. The main content area has a dark blue background with the title 'The Talent Magnet Institute Podcast'. Below this, the episode title 'Reframing Success' is displayed, followed by the subtitle 'Conversations With Leaders Around The World'. A paragraph describes the podcast's focus on deep conversations with leaders. At the bottom, there are four logos for podcast platforms: Spotify, Apple Podcasts, Stitcher, and PlayerFM. The episode title 'Episode 87: Kevin Monroe on the Power of Gratitude and Purposeful Leadership' is shown, along with a brief description and a 'Read More...' link.

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The Talent Magnet Institute Podcast


Reframing Success


Conversations With Leaders Around The World

Each week, we have deep conversations with leaders, performers, and friends from all over the world about what truly defines success in relationships, work, community and life. Every episode contains nuggets of wisdom and tips for success.

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Episode 87: Kevin Monroe on the Power of Gratitude and Purposeful Leadership

Mike's guest this week is fellow podcast host, Kevin Monroe. Kevin hosts [The Higher Purpose Podcast](#). In this conversation, they share business tips, transformational stories, and the power of gratitude. [Read More...](#)



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Podcast – Episode 76

Episode 76: Reframing Failure as a Good Thing with Sarah Brown

Many of us are taught to avoid failure. However, as most leaders know, failure is necessary for success.



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Talent Magnet Institute Podcast
Reframing Failure as a Good Thing with Sarah Brown
Sarah Brown, Host of the Failing Forward Podcast shares her epic fails and the wisdom she gained from them

00:00:00



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<https://www.talentmagnetinstitute.com/Episode-76-Reframing-Failure-as-a-Good-Thing-with-Sarah-Brown>

Podcast – Episode 72

Episode 72: Wisdom For High-Achievers: A Conversation with the Lion King Himself, Alton Fitzgerald White

If you have ever seen The Lion King either on screen or on stage, you know Mufasa as the father with much wisdom to impart to his son. In this podcast episode, Alton Fitzgerald White, who played the role of Mufasa on Broadway 4,308 times shares his personal brand of wisdom for success.

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Podcast – Episode 23

Episode 23: Cultural Transformation and Courageous Leadership with Lynne Ruhl

What is work culture and how does it affect the corporate environment? Discover how one phone call changed a stay-at-home mom's life and how she changed the abusive, toxic culture in children's competitive gymnastics. The impact she made led to a career in leadership and corporate cultural development.

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Cultural Transformation and Courageous Leadership with Lynne Ruhl

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