



ROCKY MOUNTAIN
CHAPTER

Workforce of the Future

2022 RMTMA Fall Conference
THURSDAY October 6, 2022



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1. What is Culture?



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2. Is it really all that important?



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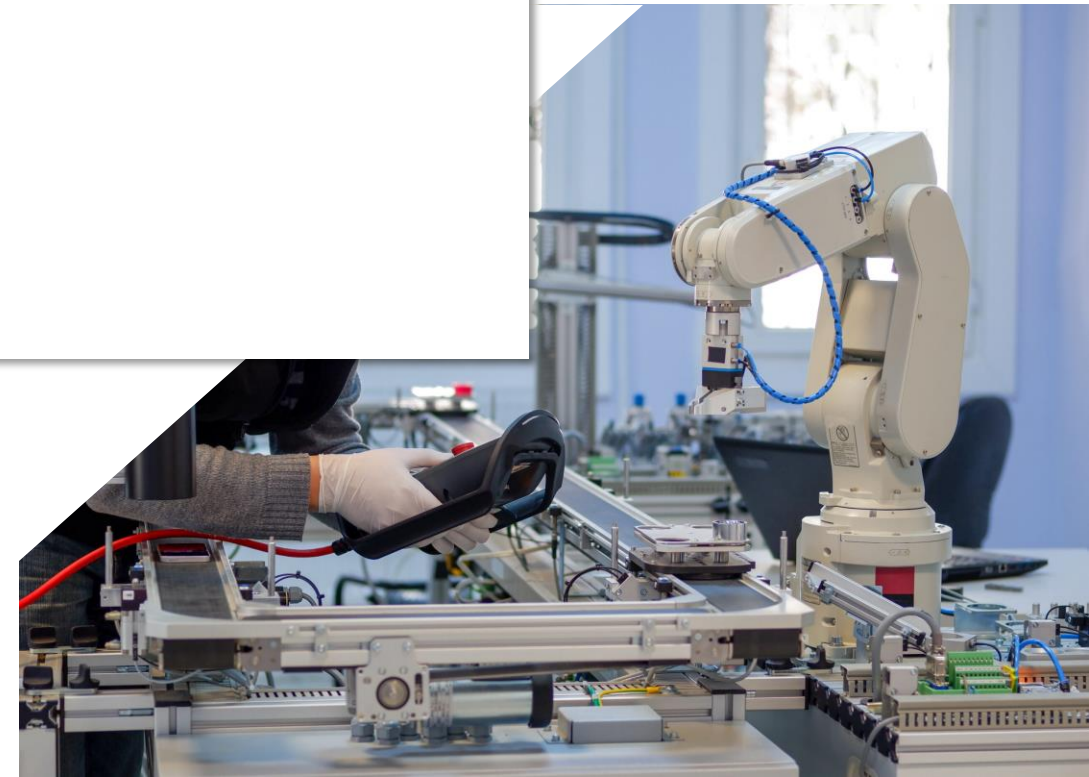
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3. Does it relate to your bottom line?



Culture relates to your bottom-line in two really important ways...

1. Employee engagement
2. Employee retention



Engagement

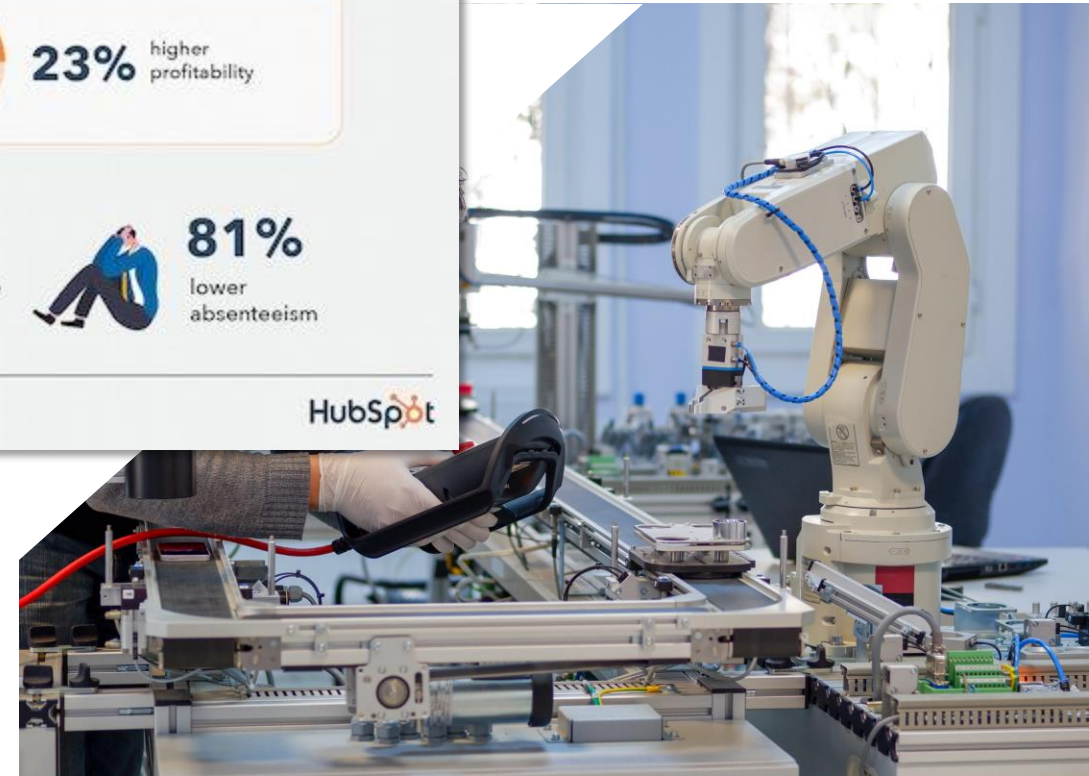
Why does employee engagement matter?

Companies with high levels of employee engagement saw these business outcomes:



Source: <https://www.gallup.com/workplace/285674/improve-employee-engagement-workplace.aspx>

HubSpot



How to increase Employee Engagement levels

1. Have good managers – they are the “keepers of the culture”
2. Promote a culture of recognition
3. Provide training and developmental opportunities



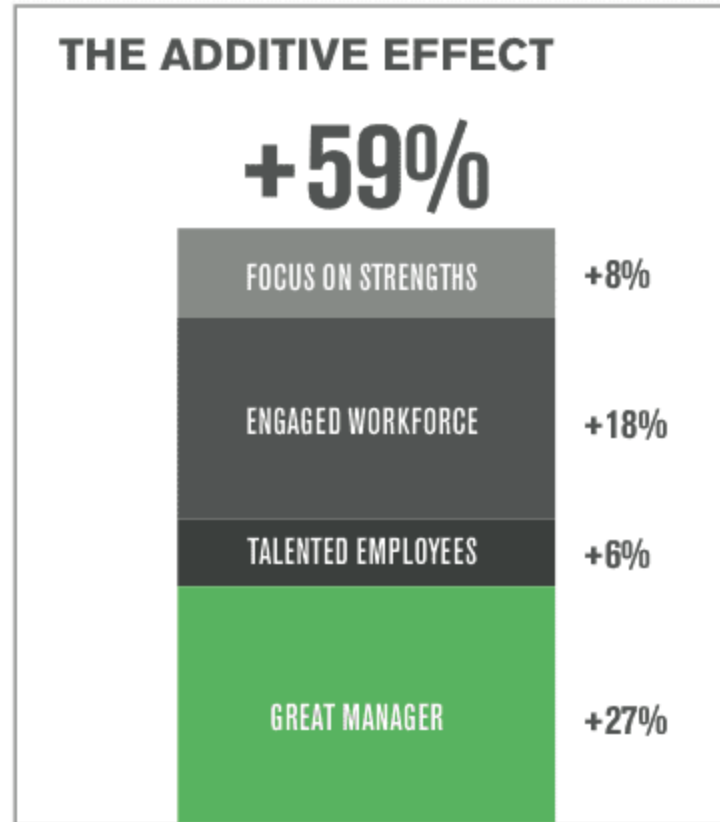
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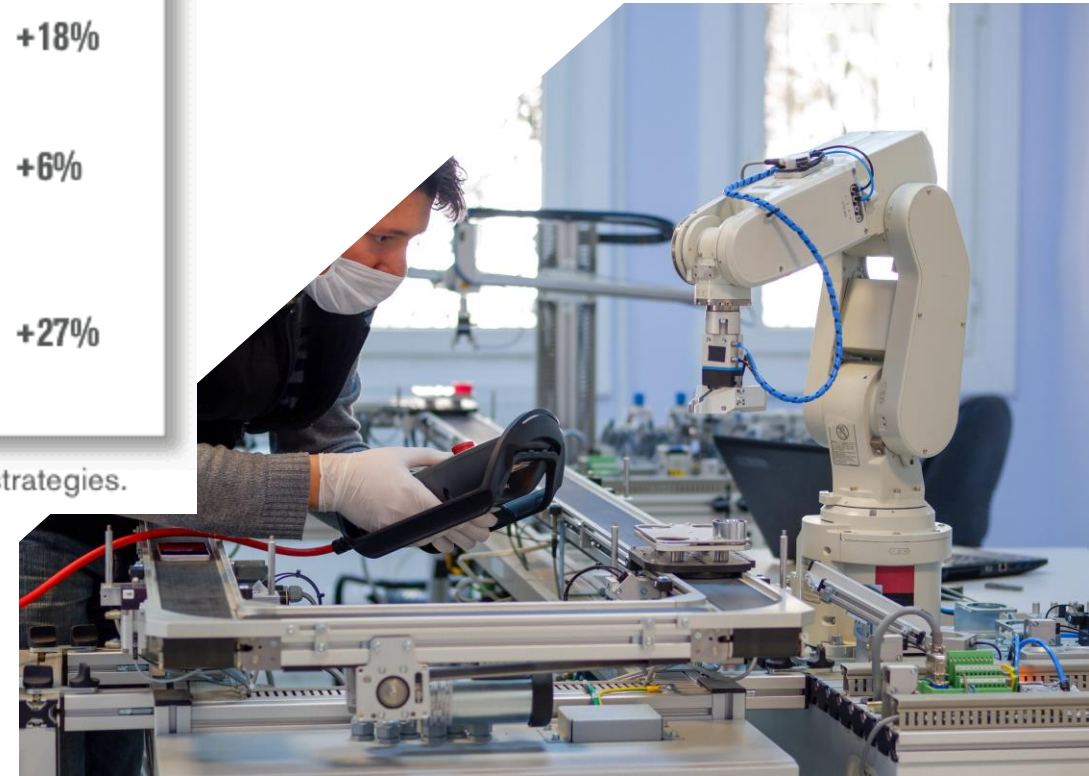


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GALLUP®



* Less than 1% of teams use all four strategies.



Retention

\$630
BILLION

Overall cost of
employee turnover
in the U.S.



33%

of an employee's
annual salary

The cost of replacing
an employee who
resigned



Source: Work Institute, 2020; Emplify, 2020

 **FinancesOnline**
REVIEWS FOR BUSINESS



EMPLOYEE TURNOVER STATISTICS

**1 IN 4 EMPLOYEES
QUIT JOBS DUE TO
A DESIRE TO WORK
FROM HOME**

approximately 24% cited the ability to work away from the office as a main factor



**BAD MANAGERS COST
THE ECONOMY OVER
\$223 BILLION DOLLARS**

poor communication, lack of listening, failure to enforce accountability, and unclear expectations are common causes of worker dissatisfaction



**52% OF ALL
VOLUNTARY
RESIGNATIONS ARE
PREVENTABLE**

leaders never asked these employees about their satisfaction with the job nor spoke about the team member's future with the company

**ONLY 16% OF
EMPLOYEES ARE
FULLY SATISFIED
WITH EMPLOYERS'
RESPONSE TO STAFF
FEEDBACK**




**ONBOARDING CAN
IMPROVE
RETENTION BY 82%**

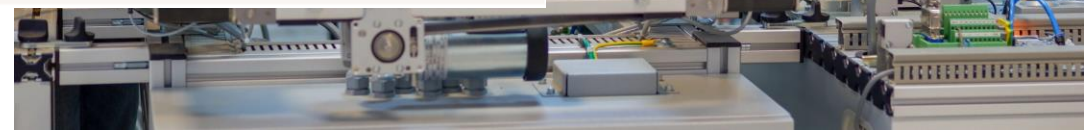
An employee's first months with the company can determine the lifespan of their total time with the company



**94% OF EMPLOYEES
WOULD STAY LONGER
WITH EMPLOYERS
WHO HELPED THEM
LEARN**

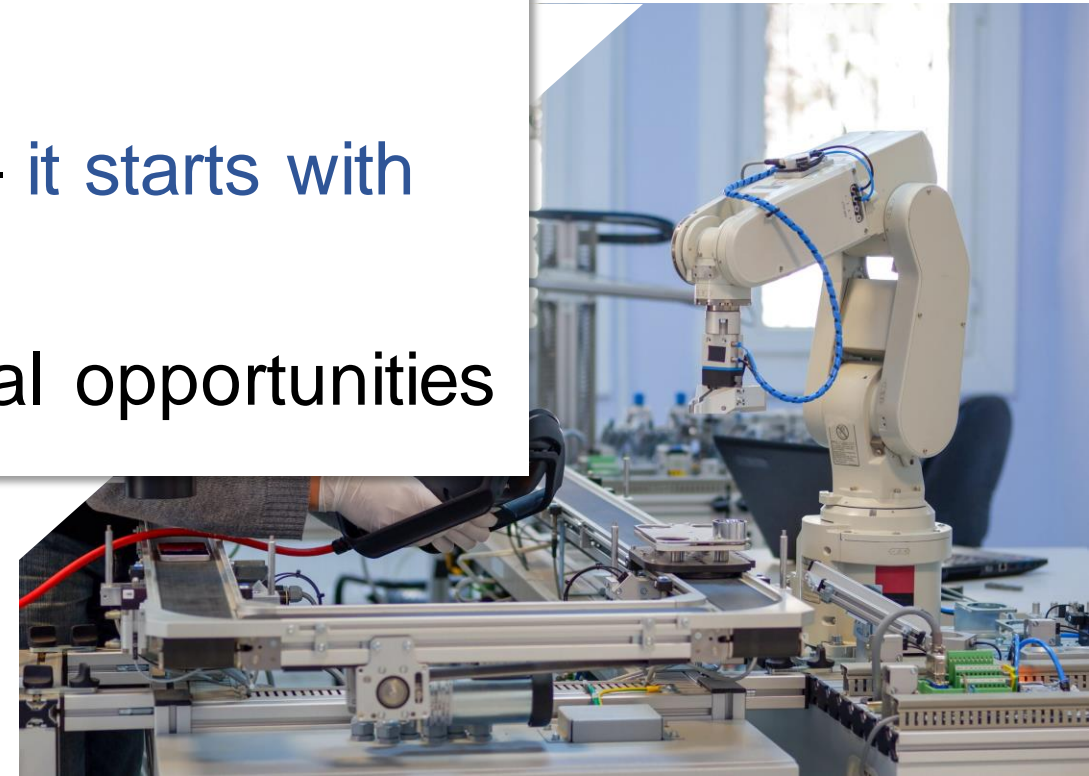
Professional development is an increasingly important factor in career choice

Made with  at teambuilding.com



How to increase Employee Retention levels

1. Have good managers – “don’t tie their hands behind their backs”
2. Promote a culture of recognition – it starts with proper onboarding...
3. Provide training and developmental opportunities



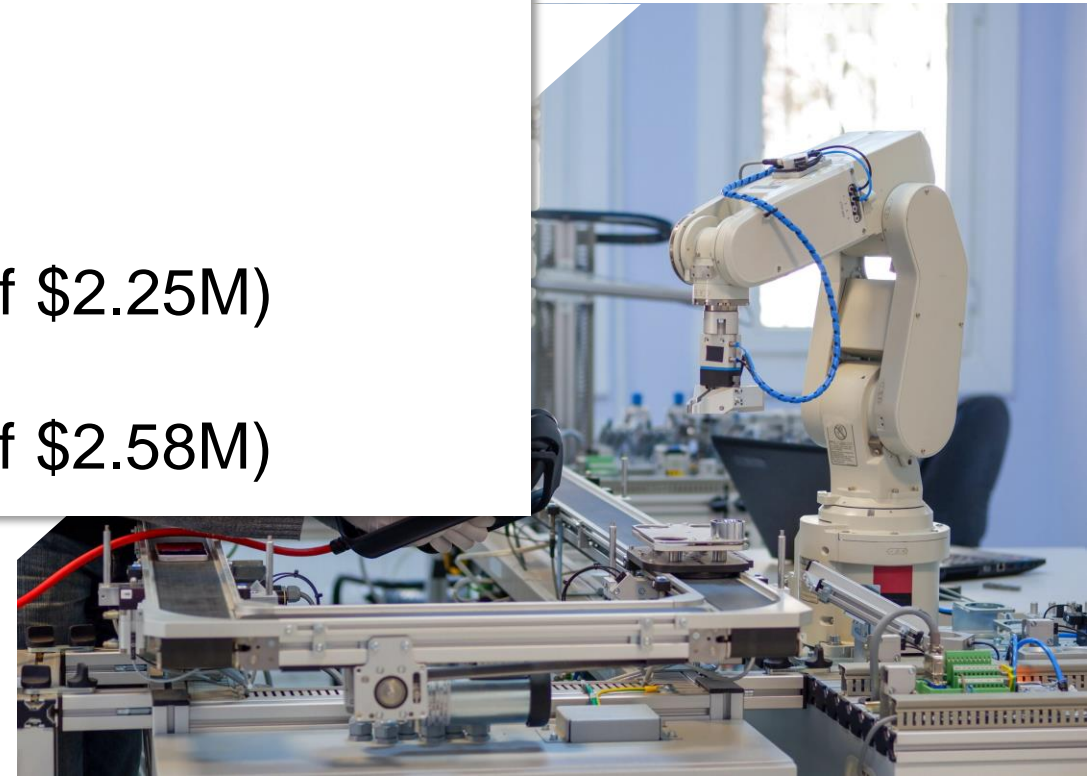
How to pay for improving Culture

1. Reduction in turn-over

- 15-person shop with 3 employee exits
- Avg compensation \$50K
- $(\$50K \times .33) \times 3 = \$49.5K$

2. Increase in productivity

- Rev/Empl = \$150,000 (Revenues of \$2.25M)
- 15% boost in productivity
- Rev/Empl = \$172,500 (Revenues of \$2.58M)



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Are you *THRIVING...*
or *SURVIVING?*

EBITDA
GROWTH SYSTEMS



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Questions and/or Comments

