

A Market Overview

The Corporate Challenge

- * The major challenges for CEO's over the next 20 years will be the effective deployment of human assets.

(First, Break all the Rules: What the Worlds Greatest Managers do Differently)

Retention - A Critical Issue

- * HR executives rate finding and retaining the best talent to be their greatest concerns.
- * CEO's cite attracting and retaining talent as the #1 barrier to corporate growth.

(Drake Beam Morin and Society of Human Resource Management Surveys)

Startling Turnover Statistics

- * 100% turnover industries now account for nearly a quarter of America's workforce.
- * Only 30% of employees feel an obligation to stay with their current employer.

(US Bureau of Labor Statistics, Hudson Institute, Walker Information & The Economist)

Looming Labor Shortages

- * Demographic shifts point to vast shortages of talent at every level.
 - Baby boomers retiring
 - Thirty million less workers
 - Executive mobility doubling each decade
- * Free Agent Nation is now larger than the entire public sector.

(Free Agent Nation, Accenture, US Bureau of Labor Statistics, Hudson Institute, Walker Information & The Economist)

Global Economy & Emerging Markets

- A) Outsourcing: Research, Accounts Receivable
 - B) Off-shoring: Move Factory from Canton, OH to Canton, China
 - C) Supply-Chaining: 24/7/365 Delivery, sorting, packing, distribution, buying, manufacturing, re-order...Repeat!
 - D) In-sourcing: Synchronizing global supply chains and logistics (UPS Repairs Toshiba computers)
- (Thomas L. Friedman's Book; The World Is Flat)

4 Basic Areas of Effective Organizational Leaders

- * Goal Setting * Communication
- * Trust * Accountability

(The Carrot Principle, Adrian Gostick, Chester Elton)

Recognition as an Accelerant

- * Organizations recognizing excellence experience financial performance 3-times higher than companies that don't.
 - Return on Asset -Return on Equity -Operating Margin

(Jackson Research Company of Columbus, Maryland)

- * 83 % of organizations that implement performance and engagement strategies rate recognition (in all forms) as the most utilized solution.

(The Forum for People, Performance, Management and Measurement)

Recognition Programs Can Produce

- 50% lower turnover - 38% increase in productivity
- 56% higher customer loyalty - 27% increase in profitability

(According to Gallop Polls)

