

Six Dangerous Retention Mistakes Most Companies Make

How to transition from a “Fear Based Workplace” to “Total Employee Engagement”

America’s employment analysts are predicting up to 40% turnover after the recession ends and unemployment rates begin to fall. Many of the younger Gen X’ers and most Millennials reached new lows in morale during their first recession. Couple this with the pending mass exodus of up to 60 million Boomers’ desire to retire and we have a potential employment tsunami.

Employers must make a decision to act now and implement proven and effective employee engagement programs to protect their employment of choice status or to react in a post turnover approach with massive quantities of short term fix retention band aids. The generational imbalance is official. Gen X’rs and Millennials will dominate the new workforce for the next 20 years and they are very specific on what they desire in an engaged workforce. Companies who struggle with the **Six Dangerous Retention Mistakes** promote a culture of “Employee Destruction” vs. Employee Retention. We will thoroughly discuss each of the six most dangerous retention mistakes and guide you through the successful resolution of each to improve your company’s brand as an outstanding employer of choice.



Presented by: Monte Farrar, SPHR
HR Consultant, Express Employment Professionals (HQ)

Date: Tuesday – February 21, 2012

Time: 7:30 a.m. – 9:00 a.m. (breakfast provided)

Place: Brighton Area Chamber of Commerce
@ Their new building at 218 East Grand River Ave. (white building with black trim, next to the First Presbyterian Church)

Cost: \$25 members/\$35 non-members

Reservations: please register online at www.livingstonhr.org by 2/16/2012, to make sure the right amount of food will be ordered.

Monte E. Farrar is an HR Consultant for the Express Employment Professionals International Headquarters’ human resources department. He is a graduate from Oklahoma Christian University where he earned both his bachelor’s degree in business administration and his master of business administration degree with an emphasis in organizational development.

Monte began his HR career in 1989 at Gulfstream Aerospace Technologies in Oklahoma City. He has since worked as a Staffing Manager, Recruiter, Trainer and Coaching Consultant at The Hertz Corporation, Bank One Corporation and American Electric Power. An experienced human resource professional, Monte holds his SHRM designation as a Senior Professional in Human Resources (SPHR). Monte joined Express in 2006 and provides daily support for nearly 565 Express Employment Professionals franchises throughout the United States and Canada. He also conducts several training sessions each year to Express’s clients.