

RSA® Conference 2019

San Francisco | March 4–8 | Moscone Center



BETTER.

SESSION ID: PROF-F01

Five Secrets to Attract and Retain Top Tech Talent in Your Future Workplace

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#RSAC



A woman with long dark hair, wearing a maroon long-sleeved top, is seated at a desk in an office. She is looking down at a piece of paper she is holding. On her left wrist is a pearl bracelet. She is holding two pens, one in each hand, over the paper. To her right is a clear plastic water bottle with a blue label. In the background, a computer monitor is visible on the right side.

**Meanwhile, back at
the office...**

How will you replace Sarah?

The Job Market

Job Seekers/Open Position

250 applicants/job posting; 5 or 6 interviewed; 1 offer

Time to Fill Open Position

3 to 6 months – 55% of orgs

Cannot fill – 27% of orgs



Sources: Glassdoor; (ISC)²® Blog

What will this transition cost you?



16% of Salary?

**Up to 213% of
Salary!**

**Up to 2 years to be fully
productive**

Before Accepting a Job:

- Benefits and perks, plus Work/Life Balance are top considerations.
- Opportunity to learn and grow.
- A manager invested in their growth.



Before Accepting a Job:

- Salary transparency aids employee satisfaction.
- Unlikely to apply where men/women weren't paid equally.
- Will look for visible signs of inclusion in the day to day culture.



**Malcolm comes onboard.
How can you speed up the
Ramp-up Time?**





Comprehensive Training Plan

**Companies Who Spend
≥ \$1500/ Employee on
Training = 24% Higher
Profit Margin – HR Mag**

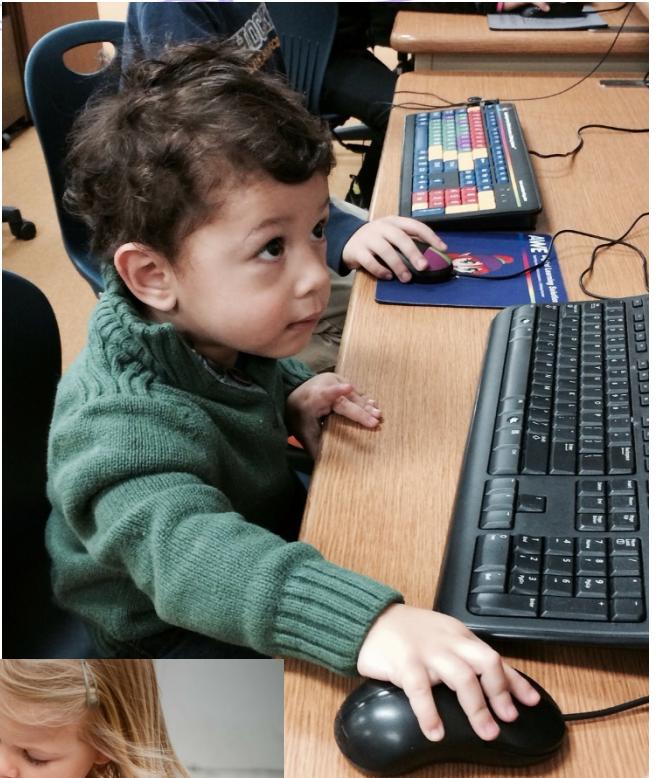
**1:1 Coaching or
Mentoring is the best
way to improve skill
levels – AMA**



5 Secrets to Alignment: Attract and Retain Top Talent!

Vocation:

- Work that energizes you and fits personal strengths.
- Values and Cultures CONNECT, not clash.
- Work has meaning, and serves a higher purpose.



Relationships:

- Human relationships and sense of community.
- A leader who cares motivates others to do their best.
- Serve a common mission.
- Celebrate milestones together.



Finances:



- Very individualized and powerful topic.
 - Mindset.
 - Practical financial skills.
- Finances hold power over us!



Well-being:



- Health, Happiness, and Success.
 - How do you define it?
- Psychological safety at work and home.
- Healthy work environment.

Spirit:

- Being authentically you.
- Leading self before leading others.
- Understanding connections among us.



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**APPLY This in Your Workplace:
What Can You The Leader Do?**

To Apply Vocation, You The Leader Can...

- Encourage role experimentation.
- Treat people with respect, equality, and inclusion.
- Pay them fairly, then find out what else is important to them.
- Lead them by their strengths for higher engagement.



To Apply Relationships, You The Leader Can...

- Spend 1:1 time talking about development, future goals, what is important to them.
- Create community among team members.
- Use a positive common mission to unite and connect people.



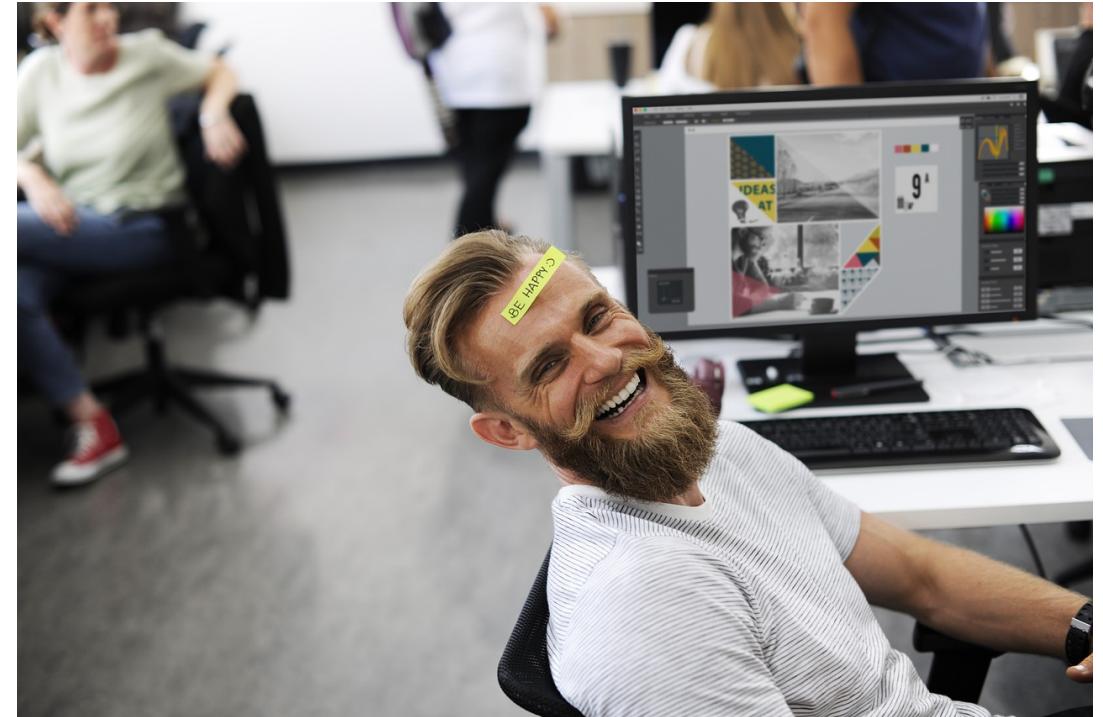
To Apply Finances, You The Leader Can...

- Pay fairly and equally.
- Whenever possible, offer financial resources/experts to team members.
- Help employees understand their benefits (401K, etc.).
- Encourage them to research any financial experts.



To Apply Well-being, You The Leader Can...

- Consciously create psychological safety for your team.
- Help employees understand their own definitions of happiness and success.
- Provide respectful treatment, flexible scheduling, remote work, inclusion.



To Apply Spirit, You The Leader Can...

- Allow people to be who they are to the greatest extent possible.
 - Work on your Inner Leader before leading others.
 - Hire people who are different to round out the team.
 - Include everyone, not just the select few.



Resources

- Dare to Lead – Brené Brown’s newest book
- Belonging at Work – Rhodes Perry
- Aligned Workplaces: Integrating Life and Work – Laurie Battaglia
- Virtual Teams for Dummies – Tara Powers
- The Alliance: Managing Talent in the Networked Age – Reid Hoffman, Ben Casnocha, Chris Yeh
- Body of Work: Finding the Thread that Ties Your Story Together – Pamela Slim

Let's Keep in Touch

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