



# Company Culture!

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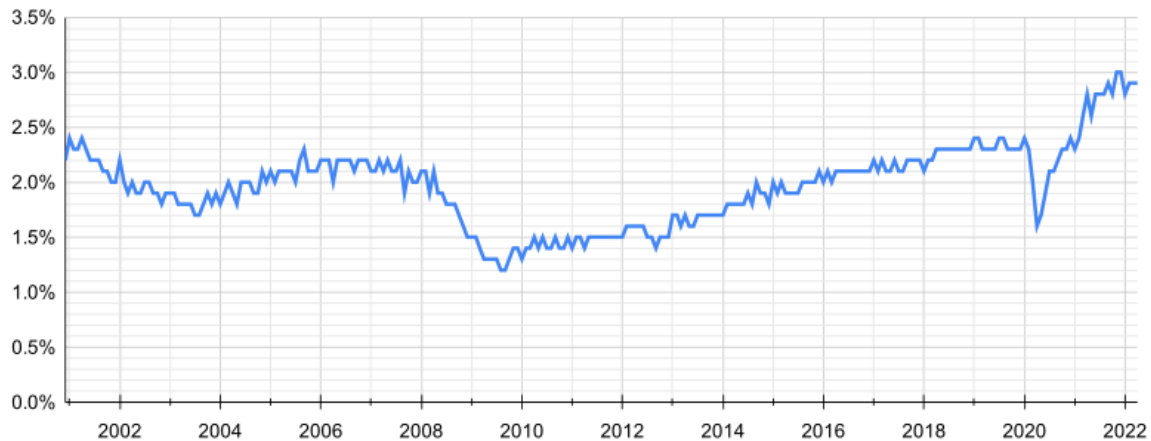
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# The Great Resignation (TGR)

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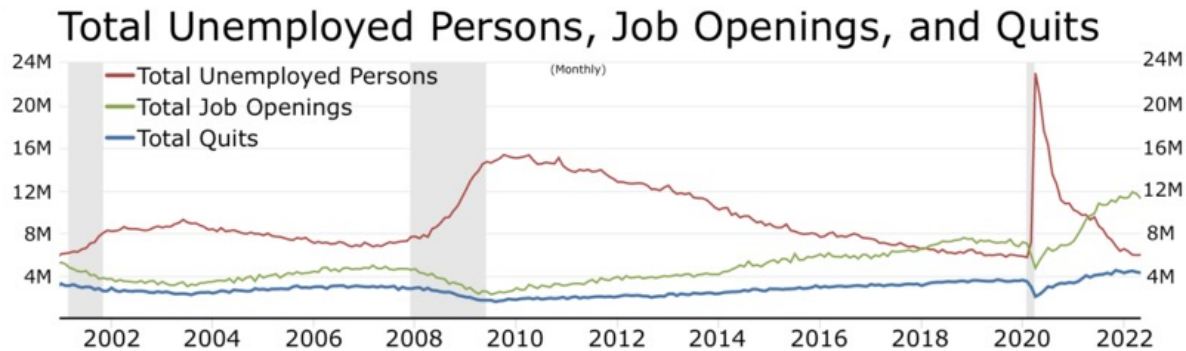
Monthly quits in the United States, as a percent of total employment  
(December 2000 to April 2022)



- The Great Resignation is an ongoing economic trend in which employees have voluntarily resigned from their jobs in mass quantities, beginning in early 2021.



# Background on The Great Resignation



- Between December 2000, when quit rates were first measured by the United States Department of Labor, and February 2021, roughly a year following the beginning of the pandemic, the US resignation rate never surpassed 2.4% of the total workforce per month.



# Facts about The Great Resignation

- More than 40% of all employees were thinking about leaving their jobs at the beginning of 2021. As the year went on, workers stopped thinking about quitting and quit their jobs.
- Between April and September 2021 (6 months), more than 24 million US employees left their jobs.



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# Industries experiencing the most attrition

Food Service

Retailers

Medical  
Device  
Workers

Health  
Insurers

Management  
Consultants



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# What is driving The Great Resignation? - 1

1. Toxic Company Culture. TCC is (10.4 times) more likely to contribute to an employee's resignation than compensation. Contributors include:
  - Failure to promote Diversity, Equity, & Inclusion (DEI)
  - Workers feeling disrespected
  - Unethical behavior
2. Job Insecurity and Reorganization. If a company is viewed as struggling financially employees are more likely to jump ship than wait to be laid off.
  - A layoff culture is never good. Layoff cultures often leave surviving employees with heavier workloads, which increases the employees' odds of leaving.

What does company  
culture mean to you?



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How is culture defined in  
your organization?



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How does it feel to work  
at your organization?



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# Traditional Working Culture

- The traditional workplace culture has been **internalized** and **normalized** by organizations throughout the US, from government agencies to non-profits.
  - Traditional work culture stems from systems that early creators of organizations, including government, depended on to **maintain** their **power over resources** and **people**.
  - Regardless of our agent and target positionalities, we have learned to perform and perpetuate them in order to “**achieve**” and “**succeed**”, and in some cases survive.
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# Characteristics of Traditional Working Culture

- Individualism
- Perfectionism
- Sense of Urgency
- Defensive
- Quantity over Quality
- Power Hoarding



# Relational Working Culture

- Organizations must **create a relational culture** that is fertile soil for our **wellbeing, creativity, power,** and **collaboration-soil** that allows us to truly be servants.
- The first step in creating a **relational culture** is to recognize and learn to interrupt traditional working culture within ourselves, our teams, and throughout an organization.



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# Characteristics of Relational Working Culture

- Interconnection
- Valuing of Creativity
- Appreciation, Experimentation, and Learning
- Flexibility and Planning
- Receptivity
- Authentic Processes
- Transparency and Shared Leadership

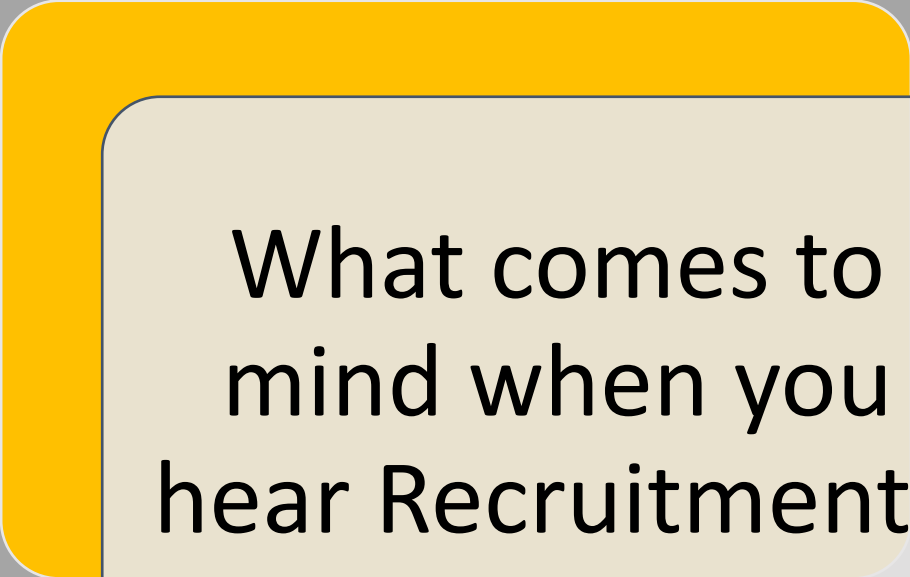


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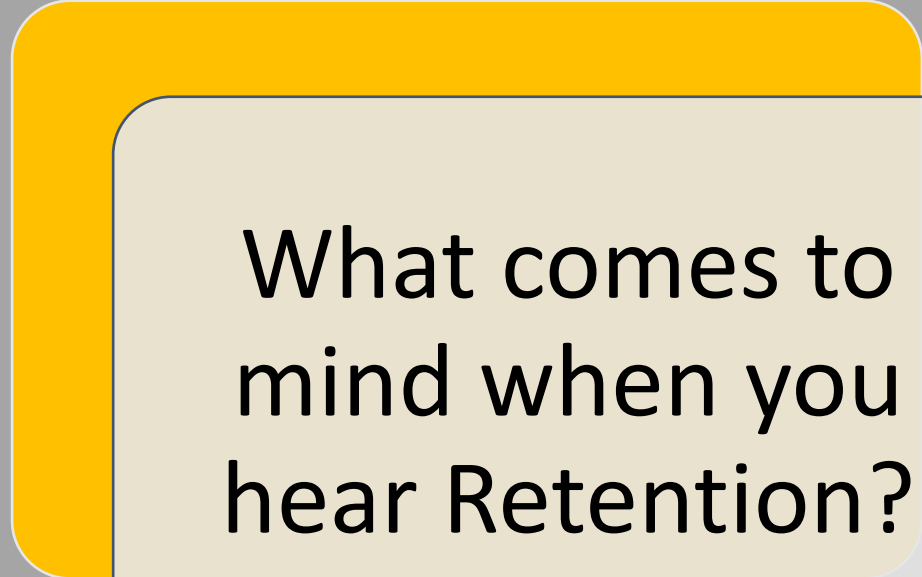
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# What's the difference?



What comes to mind when you hear Recruitment?



What comes to mind when you hear Retention?

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A culture of Recruitment!





Customized Onboarding

Remote Work

Great Benefits

Sign-On Bonus

Creative Job Titles

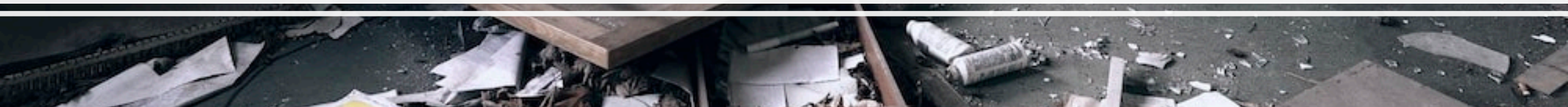
Competitive Salaries

# A culture of Recruitment!





Inside a culture of Recruitment!







(Outdated) expectations set by a previous generation

Missed meetings

Lack of accountability and/or awareness

Lack of feedback or recognition

Respect for age, but not performance

Long hours

# Inside a culture of Recruitment!



Thoughtful Feedback

Career Growth

Professional Development

Effective Listening

Emotional Velcro

Tuition Reimbursement

Employee Gatherings

Open Communication

# Retention Culture

## A culture of recruitment focuses on:

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- Adding to the organization's headcount
- Filling a schedule
- How to get an employee in the door
- How to be the most attractive company with the most attractive package
- Benchmarking
- Improving new hire orientation
- Doing whatever it takes to get employees in the door





# A culture of retention focuses on:

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- Developing employees
- Creating opportunities within
- Giving feedback on a regular basis
- Understanding the value in staff
- Welcoming of new thought
- Creating “emotional velcro”
- Doing what ever it takes to draw out the best in staff
- Motivating, inspiring, and encouraging staff

