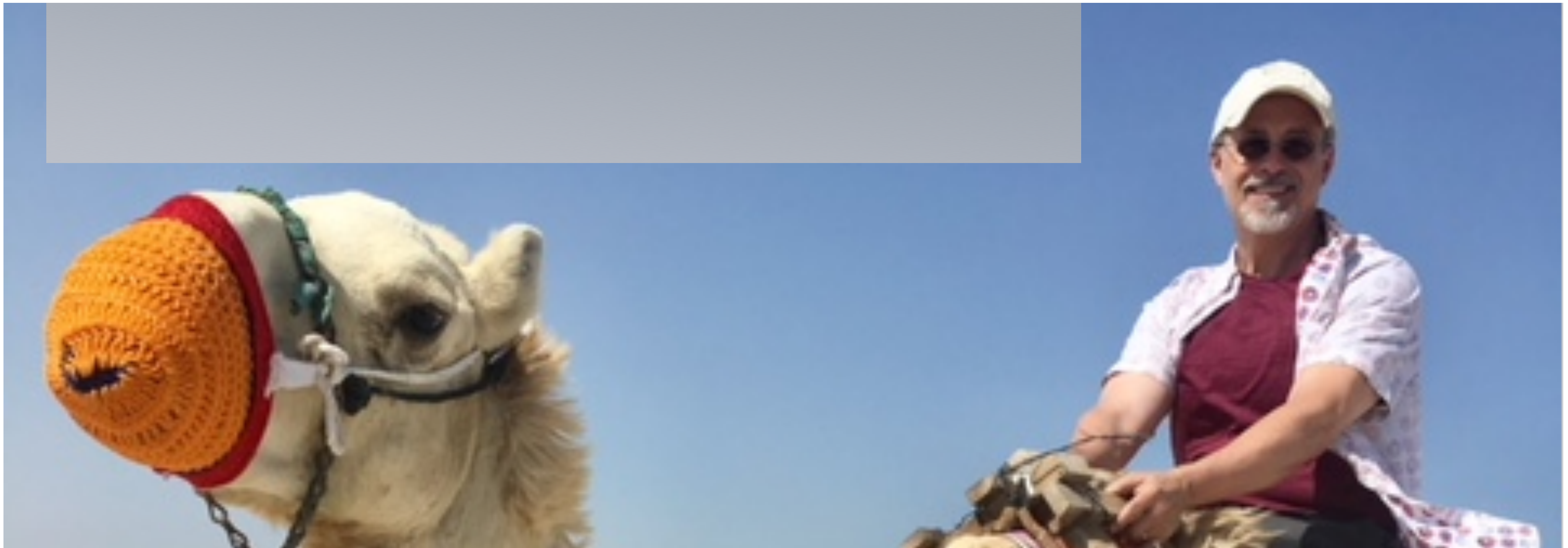


leadership to retain talent...

BE THE CULTURE KEEPER™





@DrTroyHall

www.DrTroyHall.com

**“Transforming organizations
around the globe through
Talent Retention.”**

pain



On a global
scale, what
percentage of
the workforce
are committed?

Willis Towers Watson Global Workforce Study



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ONLY
40%

are actively committed
to organizational success.

today's workforce disengaged



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24%

of workers are detractors and remain disengaged in organizational success.

today's workforce UNSUPPORTED



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36%

on the fence

of workers think management does not care, and they do not have the tools to get the job done.

today's workforce expectations



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Entrepreneurial & Autonomy



Collaborative



Socially Connected, not just social media



Purpose and Passion

What are the top drivers of retention for global organizations?

Willis Towers Watson Global Workforce Study

- Leadership
- Advancement
- Fair compensation
- Tools & Resources
- Autonomy



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...said a CEO to his HR Staff:

“Why is it that our employees start here and go elsewhere to work?”

The Talent War is not just about acquisition ...



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the battle is within retention

Did you know?

25%

Replacement
cost
\$15k for a
\$60k Salary

63%

Employees
actively
seeking a
new role

87%

Who love
their job are
less likely
to leave

“

Give employees a
reason to belong
and they will stay.

”

– DR. TROY



REAL TALK WITH
Dr. Troy HallSM

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*“What are the differences
between your employer
and member cultures?”*

NOTHING

change





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behold the Cohesion Culture™

- **ACT 1: be the leader**
- **ACT 2: build the culture**
- **ACT 3: bring it to life**



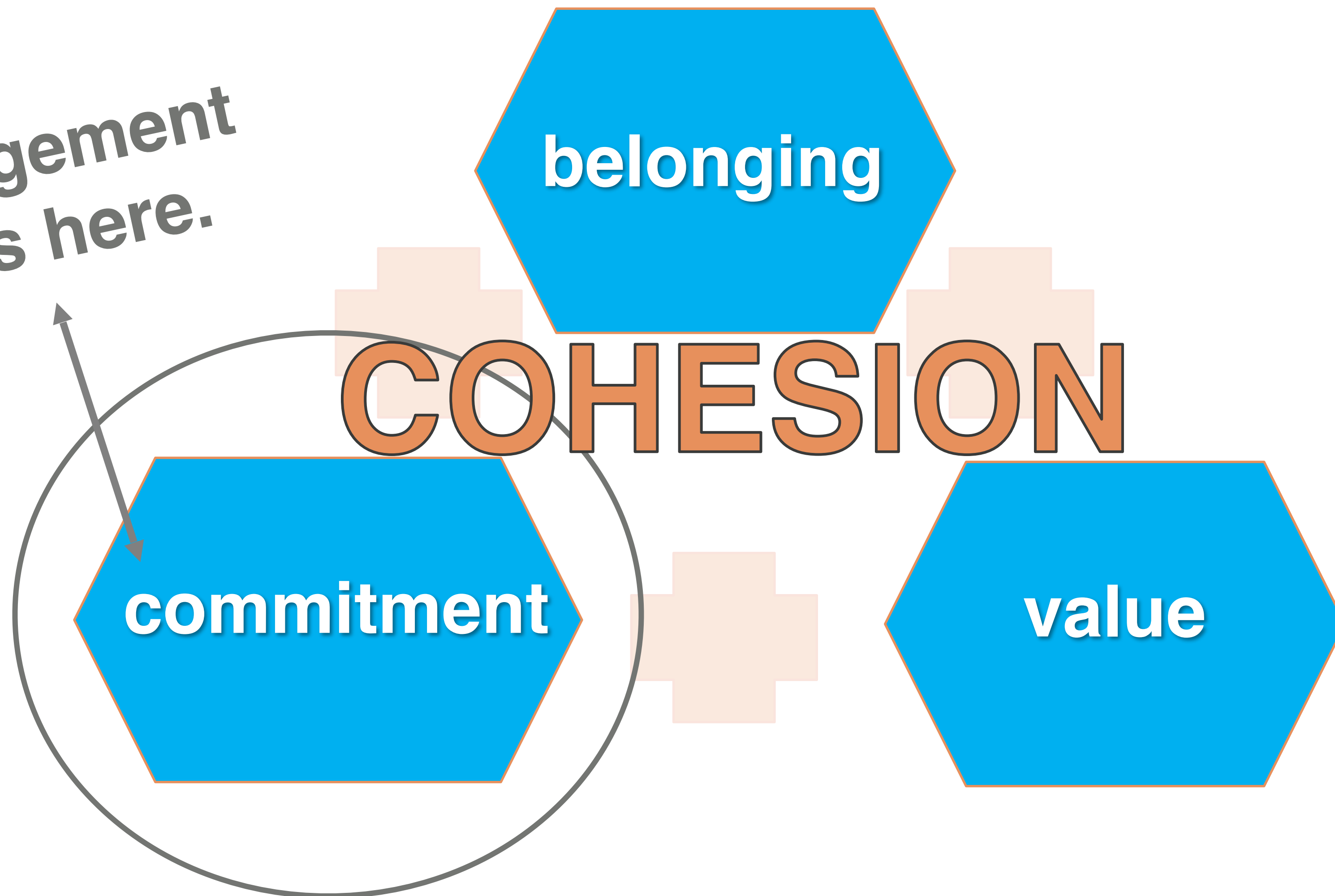
#TalentRetention is NOT accidental



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success begins with cohesion

Engagement
lives here.



“

You cannot serve
the many until you
serve the one.

”

– DR. TROY



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lead-er-ship

/lēdər SHIP/

noun

Plural noun: **leaderships**

1. the ability to **motivate, influence, and enable** others to achieve success
“different styles of leadership”
Synonyms: guidance, direction, management, supervision
2. the purpose of which is to **stimulate, mold thinking and provide resources**

ACT 1





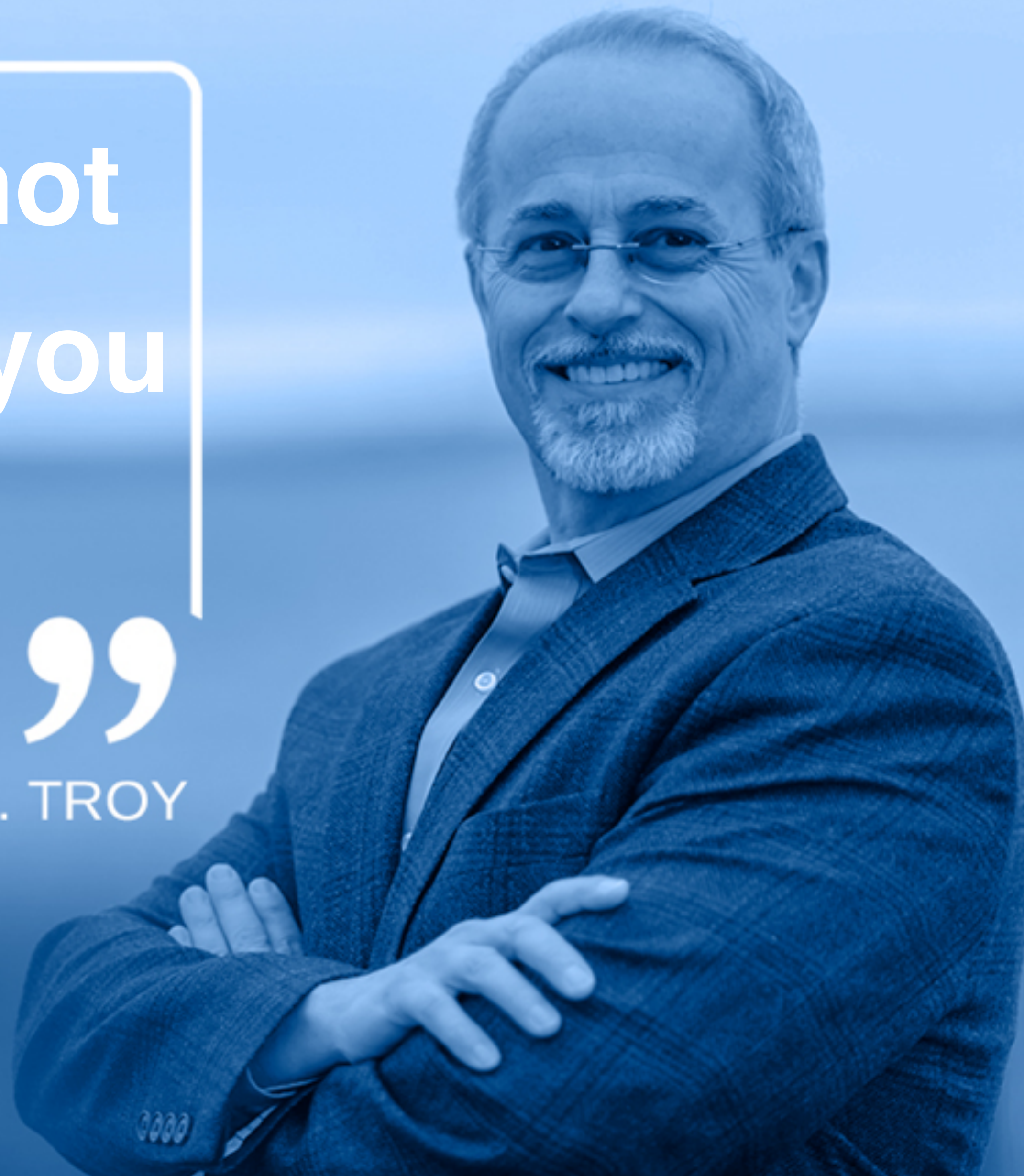
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“

Engagement is not
enough, unless you
put a ring on it.

”

– DR. TROY



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build the culture

- **customs, rituals, traditions, symbols and meaning**
- **values assigned to experiences**
- **teamwork makes the dream work**
- **trust solves all dysfunctions**

ACT 2



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building behaviors



impact of social learning

“what’s your
favorite shape
papa?”



“

You don't have to know everything, you just need to be teachable.

”

– DR. TROY



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agility





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how to bring

cohesion to life

EVERY EMPLOYEE DESERVES TO BE RETAINED

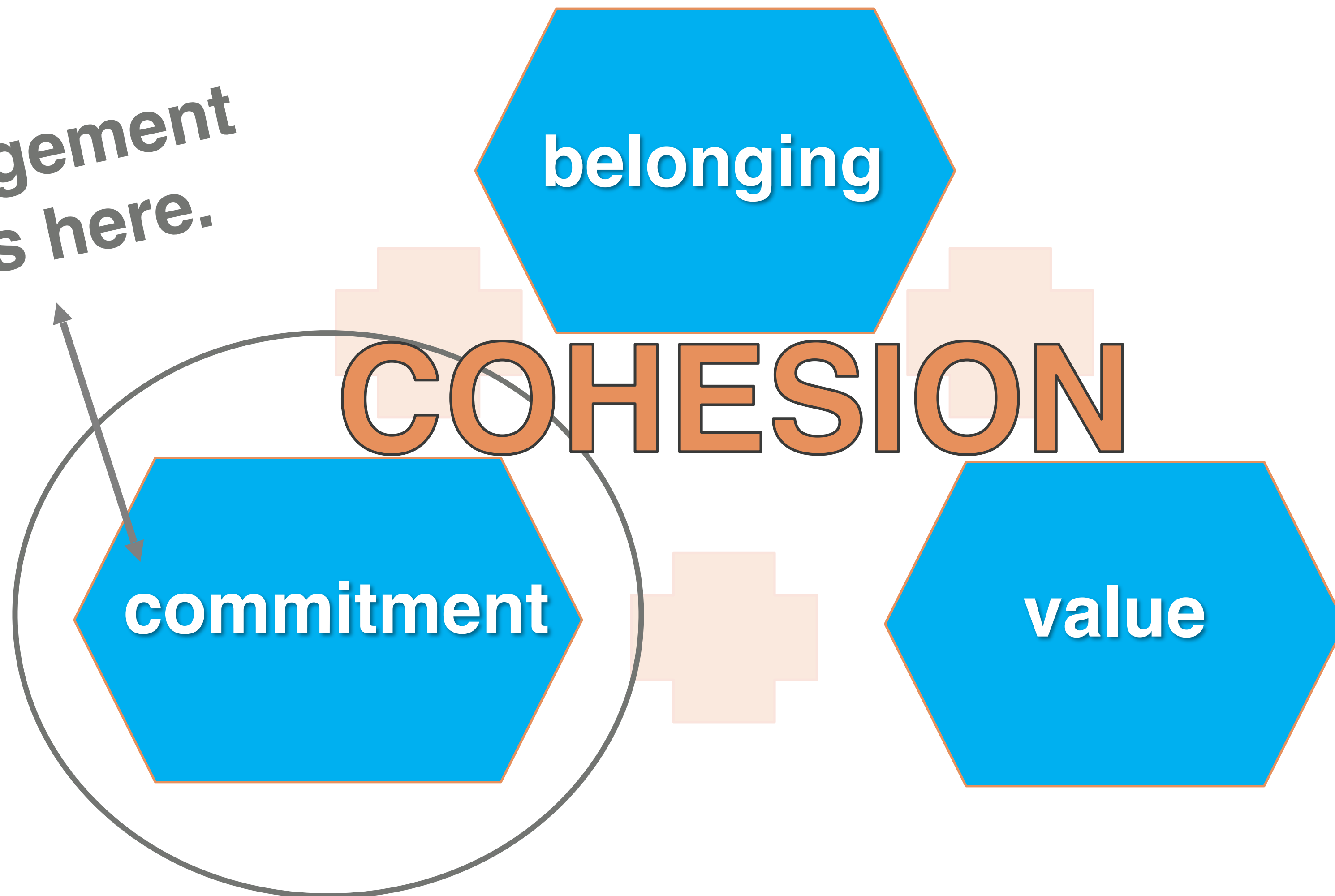
ACT 3



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success begins with cohesion

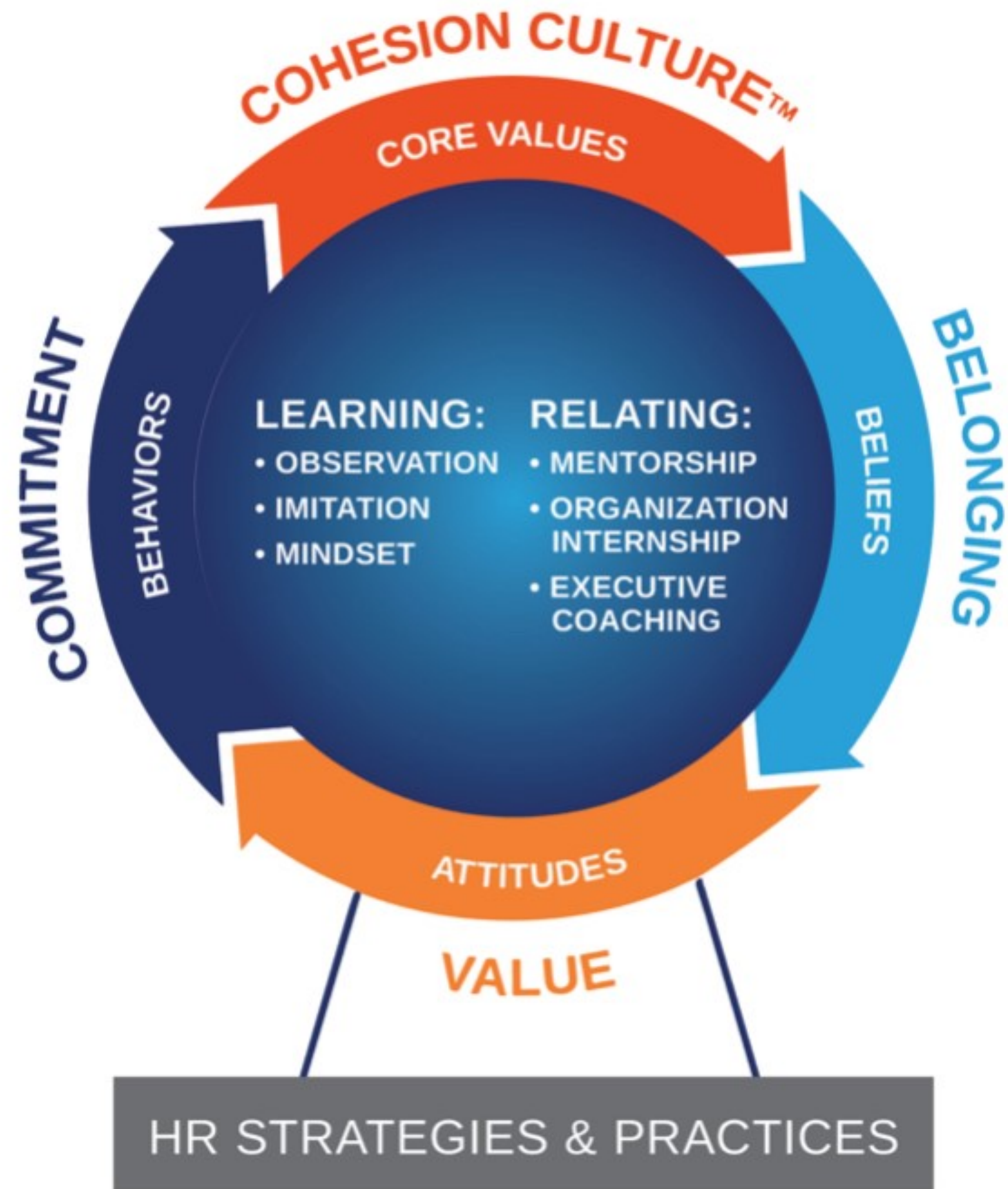
Engagement
lives here.



Talent Retention Model™



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glassdoor

2019 **BEST PLACES TO WORK**



CREDIT UNION JOURNAL
BEST CREDIT UNIONS TO WORK FOR 2018



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key aspect of the model



- **Not your Grandpa's GLOBAL anymore**
- **Cross-cultural & cross-functional teams**
- **Global Leadership Exchange program**



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the story of cohesion

three men
and a
sewing
machine





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cohesion culture™

What do I look for to evaluate our culture?

- 1. *greetings ... what is said and how?***
- 2. *laughter ... is it present?***
- 3. *handshake ... how are folks recognized?***

TAKE FLIGHT



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