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RETAINING YOUR EMPLOYEES: THE NEW RECRUITMENT

DESCRIPTION OF PRESENTATION

It's no secret that the costs of recruitment have skyrocketed. The "post and pray" era of talent acquisition is long over. Business leaders and HR executives are spending more time and a lot more money to find the right employees for their organizations. Concurrently, a new workforce has emerged – one that is mobile and not afraid to make a leap quickly if they do not feel engaged. Retention is the new recruitment.

This session will provide an overview of how the workforce has shifted from one that was loyal to one with a more "free agent" mentality. Even the most progressive organizations cannot rest on their laurels or take their status as an employer of choice for granted. We'll discuss the top reasons why people leave organizations as well as why they stay. Some of the reasons might be surprising. Finally, we'll explore strategies to create an engaging climate where your best employees want to stay and grow with you.

KEY LEARNING OBJECTIVES

- Explore the business case for retention.
- Understand what drives voluntary turnover and the reasons why people stay with their jobs.
- Identify what employees want and learn how to devise effective retention strategies.



About the Speaker: **Cristina L. Amyot, MHRM, SHRM-SCP, SPHR**

Ms. Amyot is the president and CEO of EnformHR, LLC, a human resources consulting firm based in Tinton Falls, New Jersey. Ms. Amyot and her team of HR Generalists provide a full range of customized HR services, helping companies protect and grow their business, including HR Management, Training & Development, and Strategic Partnering.

In addition to conducting seminars for clients on topics such as anti-discrimination/non-harassment, discipline and performance management, and effective communication, Ms. Amyot speaks publically to industry associations on a variety of HR topics. Recent engagements include *3 HR Initiatives Critical to Transforming Your Organization* at the Garden State SHRM's 24th Annual Conference, *Take Your Seat at the Table* at the Garden State SHRM's 20th Annual Conference, and *How to Build a High-Performance Workforce in Your Organization* at the Tri-State Human Resource Management Association's 23rd Annual Conference.

Date: Thursday, September 8, 2016
7:45 a.m. Networking and Breakfast
9:00 – 10:00 a.m. Program
Jumping Brook Country Club
210 Jumping Brook Road, Neptune N.J.
(www.jumpingbrookccc.com)

R.S.V.P. by 4:00 p.m. on Friday, September 2, 2016
online at <http://jsahr.shrm.org/events>
or email at admin@jsahr.org
or call JSAHR at 732-701-7155
Registration Fees (includes breakfast)
\$30 for JSAHR members
\$40 for non-members
\$25 for those in-transition and guests
\$10 for students with valid ID
\$10 additional fee for walk-ins
"No shows" will be billed

Special Notice
*This program is pending approval for
1 HRCI recertification credit &
1 SHRM recertification credit.*

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