

**Day 1 – THE VANISHING WORKFORCE:** *Where did all the workers go?*

**Pre-Pandemic:** (“Perfect Storm”)

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**Current Situation:** (“Landfall”)

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**Post Pandemic:** (“Aftermath”)

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**Notes:**

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**Day 2: Becoming an Employer of Choice**

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Employee Benefits: \_\_\_\_\_**

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**Revisit Job Descriptions: \_\_\_\_\_**

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**Onboarding: \_\_\_\_\_**

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**Training and Development (including leadership): \_\_\_\_\_**

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**Workforce Planning: \_\_\_\_\_**

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**Career Pathways: \_\_\_\_\_**

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**Untapped Talent: \_\_\_\_\_**

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**Stay Interviews: \_\_\_\_\_**

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**Next Action Steps:** *Questions to consider as you disrupt, obsess and crusade!*

* *On a scale of 1-10, how committed are we to disrupt, obsess and crusade?*
* *What do we want our employer of choice brand to say to employees? Potential Candidates? Community?*
* *What do we need to do to disrupt our mindset to think differently?*
* *What area(s) can we work on first which would best leverage our immediate challenges? (Think 3-6 months)*
* *What areas do we need to concentrate on after the first 6 months? (Goal for the end of ’22? ’23?)*
* *What will we do differently to obsess about retention?*
* *What will we do differently to obsess/crusade for training and development?*
* *How will we roll out an “employer of choice” culture to the entire organization?*
* *What can we do to keep from falling back into old ways of thinking that are not aligning with our employer of choice mindset?*
* *What will be our biggest hurdles as we crusade forward?*
* *What resources will we need to help us through making changes?*



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Call Pat or Renee Ashworth

(307) 263-1430

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Email Lorraine Medici at

Lorraine.medici@expresspros.com

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Email Lorraine Medici at

Lorraine.medici@expresspros.com