

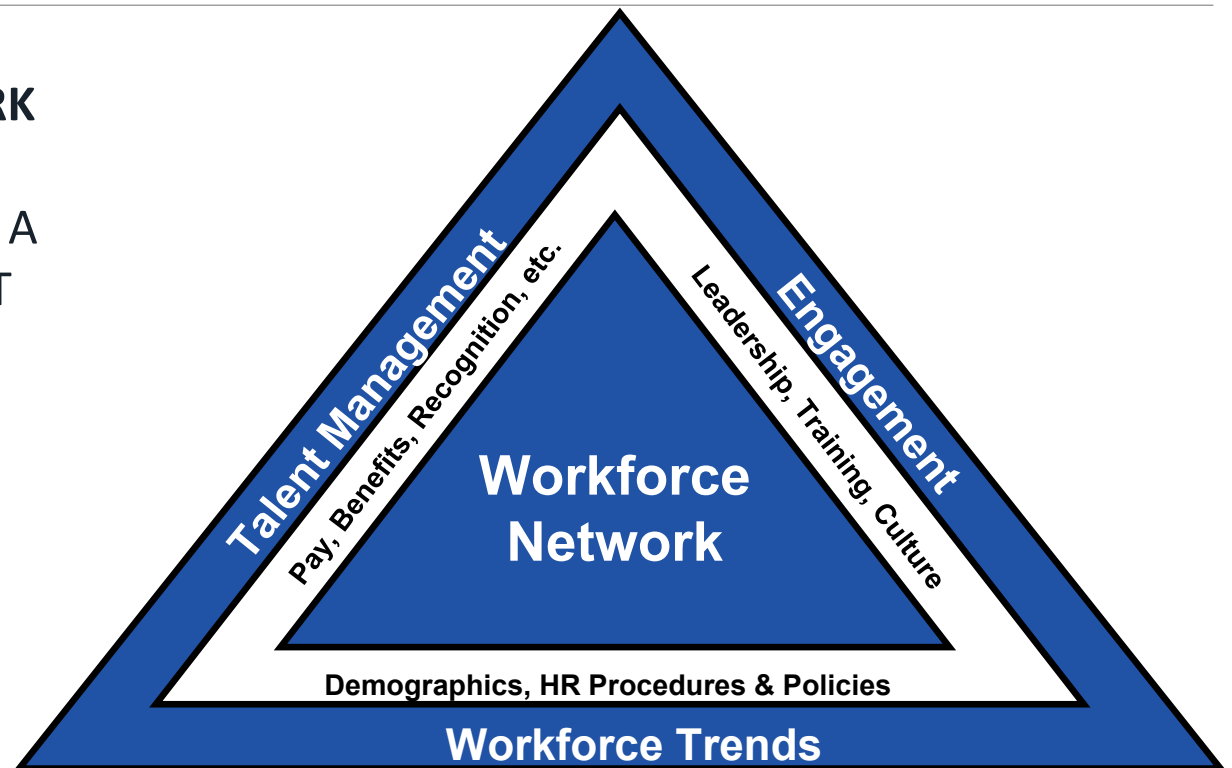
NACo's Workforce Network Presents “The Great Resignation”



WEDNESDAY,
FEBRUARY 9TH, 2022
TEAMS CALL



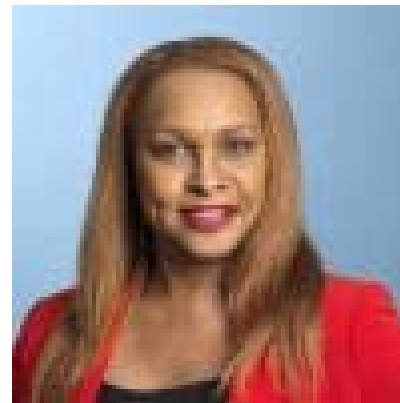
MISSION STATEMENT:
THE WORKFORCE NETWORK
WILL...PROVIDE AN
EXCHANGE OF RESOURCES, A
PLATFORM TO SHARE BEST
PRACTICES, AND CREATE
OPPORTUNITIES FOR
CONTINUOUS LEARNING.





Dr. Deborah Stoutamire

Chief Administration Officer



NACO WORKFORCE NETWORK MODERATOR

A decorative horizontal bar at the bottom of the slide consists of a solid red stripe on top and a solid blue stripe on the bottom.

Workforce Network Guest Panelists



Ian Coyle
County Administrator
Livingston County, NY



Dr. Tim Rahschulte
Chief Executive Officer
Professional Development Academy



Holly Tate
Senior Vice President of Growth
LEADR



The Great Resignation

IAN COYLE – COUNTY ADMINISTRATOR, LIVINGSTON COUNTY, NY

The Great Resignation



- . What is great resignation?
 - . Specific impacts to county governments
 - . Why might we be seeing/experiencing this trend in county government?
 - . The re-evaluation
-



The Great Attraction

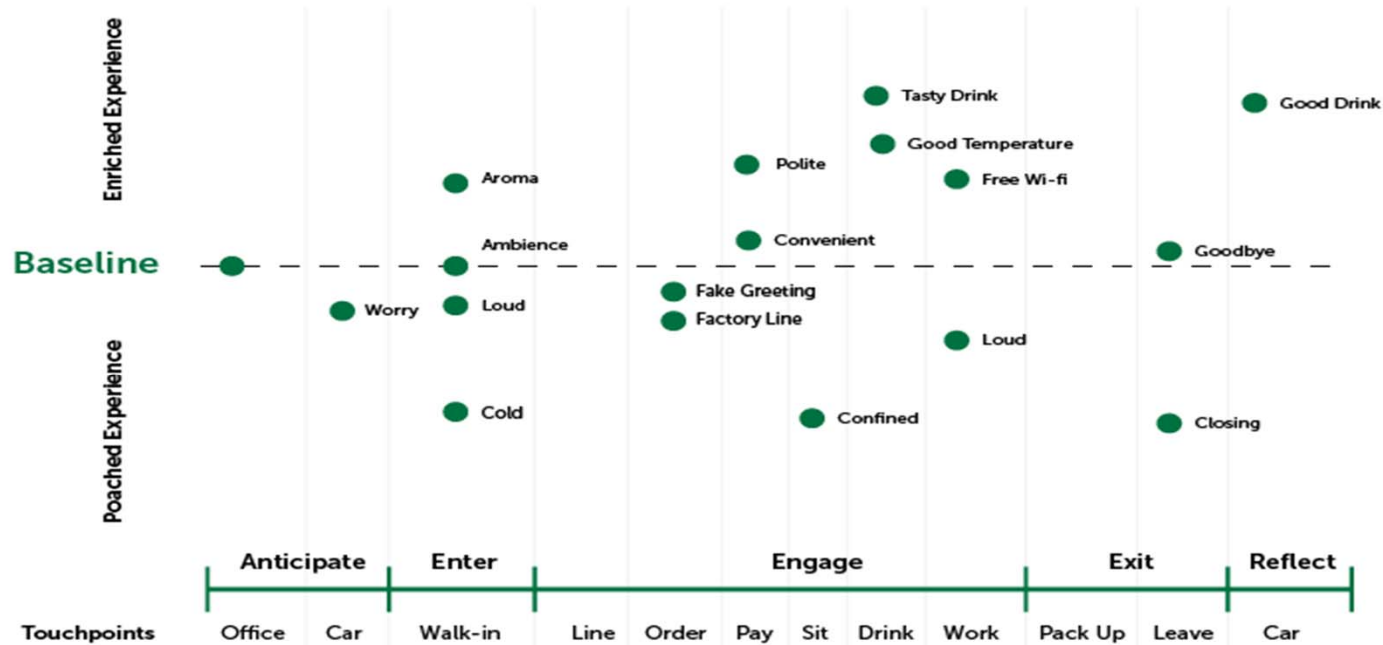
DR. TIM RAHSCHULTE – PROFESSIONAL DEVELOPMENT ACADEMY





STARBUCKS[®]

Customer Journey Map





The Great Resolution

HOLLY TATE— LEADR

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*THERE'S A
TENSION BETWEEN:*

*GETTING THE
JOB DONE*

&

*THE CARE &
DEVELOPMENT
OF OUR PEOPLE*



“

*70% of an employee's
engagement depends on their
**relationship with their
manager.***

- Gallup

Why the Great Resignation?



1. The Tyranny
of the Urgent



2. Generational
Gap



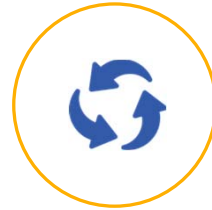
3. Lack of
Consistent Structure
& Framework for
Development



4. Disconnection
Due to Remote &
Hybrid Teams



5. Employee
Burnout



6. Staff
Turnover

The Great Resolution

Every Team Member...



1. Has 1:1 Meetings
With Their Manager,
at Least Bi-Weekly



2. Understands and
Recognizes Their
Unique Strengths



3. Receives Frequent
Feedback From
Their Manager



4. Has Clearly
Documented
Goals



5. Has a Personalized
Learning & Development
Plan

We believe that...



The 1:1 meeting is the most powerful leadership development tool a manager has.

THANK YOU





Conversation and Questions

Thank you

-DR. DEBORAH STOUTAMIRE

