

A Q U E N T

**Engaging the Individual -  
Attraction and Retention!**

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# ‘The War for Talent’

ANZ Economist recently said....

*‘While employment growth should ease modestly over the next six months, DO NOT expect any significant slowing in the labour market.....’*



*‘Indeed, the risk may be that persistent skill shortages could encourage firms to HOARD labour’*

## Let me start by throwing some questions at you...

- Is 'recruitment' in your organisation viewed simply as an overhead?
- Or is it actually checked strategically and invested in with ideas and forethought?
- Each year is your recruitment strategy checked off against your business plans and other business goals?

# Successful outfits, what do they do?

1. They think ahead.
2. They know what talent they'll need before anyone else does.
3. And finally they're determined to keep the talent they need now and in the future!



**So, thinking ahead...**



**Knowing what Talent  
you need...**

# Knowing what Talent you need

- Identifying specific 'Code Red' roles
- Formulating a strategy to ensure a pipe-line of future Talent
- Focusing on critical roles
- Building a real and effective retention strategy
- Providing tools for effective succession planning



**Keeping Talent now...  
and in the future....**

# Retention 'Hot Points'

- Succession Planning
- 'Rising Star' Investment
- Motivation
- 'Stay' Interviews
- Branding
- Daffy Ducks



# Succession Planning...



# **‘Rising Star’ investment...**



# Motivation...



# 'Stay' Interviews...



# Branding...



# The Daffy Duck...



# ‘Looney Tune Employees’



# Hard to Manage Individuals...

# Daffy Ducks

- Not good with people
- Driven individuals - But often focused on themselves
- 24/7 people - always 'switched on' to work
- Often possesses 'niche' skills
- Have a strong network of contacts behind them
- Often make snap decisions
- Picky over details
- Can be like talking to a brick wall
- Fast-paced worker
- Colleagues often 'turn a deaf ear to them' in defense
- Owners of messy and disorganised workstations



In closing, some  
questions to  
ponder...

# Questions to ask yourself

- What differentiates your organisation?
- What is your annual staff turnover percentage?
- What recruitment systems do you have in place?
- Does your organisation have a structured, written, universally followed selection strategy?
- What qualifications/experience do your staff have?
- Do you have a clear and consistent performance review system?
- What is the true cost of failed recruitment decision?
- What were the 'real' reasons for the last 10 resignations?
- What percentage of your time is spent on staffing strategies?
- How many of your current staff would you re-hire?
- Who are your 'rising stars'? And what are you doing to secure them?

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**Thank you!**

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