



WORK IT.

Retention During The Great Resignation

Paul Stonick

October 11, 2022



Playlist

01.

HELLO, IT'S ME

Don't believe everything you see on the Jersey Shore.

02.

THERE'S SOMETHING HAPPENING HERE

And it's exactly clear.

03.

IF DESIGN LEAVES

They won't look back.

04.

HOLD THE LINE

Retention is on time.

05.

WRAP IT UP

I'll take it.



HELLO, IT'S ME

A black and white portrait of Paul Stonick, a man with dark, slightly messy hair, looking directly at the camera with a slight smile. He is wearing a dark jacket or shirt. The background is solid black.

PAUL STONICK

Vice President, SCADpro
Savannah College of Art & Design

The image features the SCAD logo in a bold, blue, sans-serif font, centered within a white square. This square is tilted at an angle. The background is a vibrant, abstract composition of overlapping geometric shapes and diagonal stripes in various colors, including red, light blue, yellow, dark blue, pink, and green. The stripes and shapes create a sense of dynamic movement and depth.

SCAD



SCADpro

airbnb

AT&T

Google



Chick-fil-A

L'OREAL

Uber



YouTube



Fisher-Price

amazon

Disney



Hyundai



WHOLE
FOODS
MARKET

CLAYCO

SCADpro

Pairs innovative external partners
with SCAD students and professors
to solve real-world design challenges





Uber



Google



L'ORÉAL

SCADpro

Reebok 

the world's leading design
and research consultancy, serves
clients such as

P&G



Coca-Cola

Lenovo






Mercedes-Benz

VOLVO



Disney

TRA-DIGITAL EXPERIENCE

bloomingdale's	A V O N	VIACOM	dressbarn <small>est. 1962</small>
 BARCLAYS			SHIFT

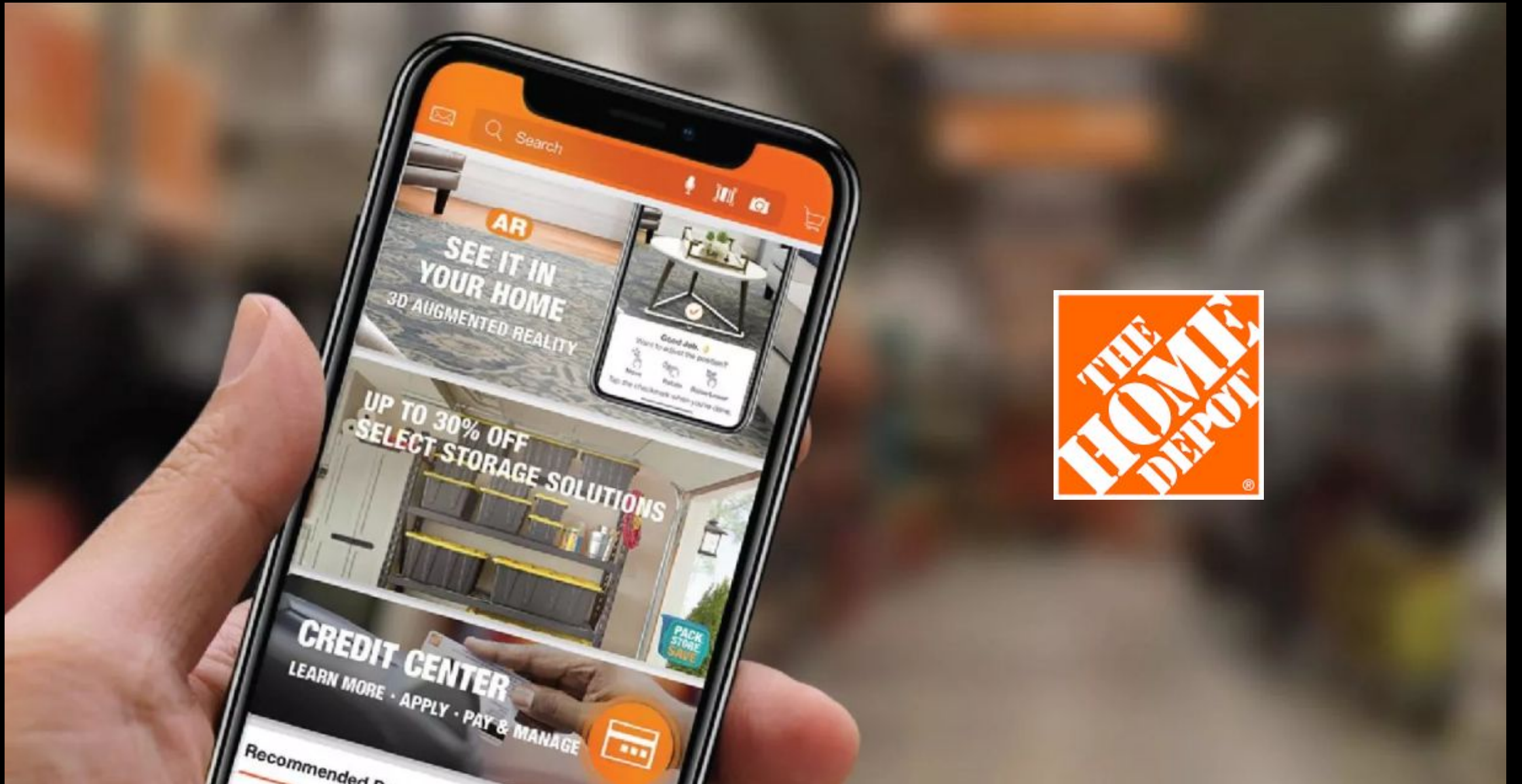
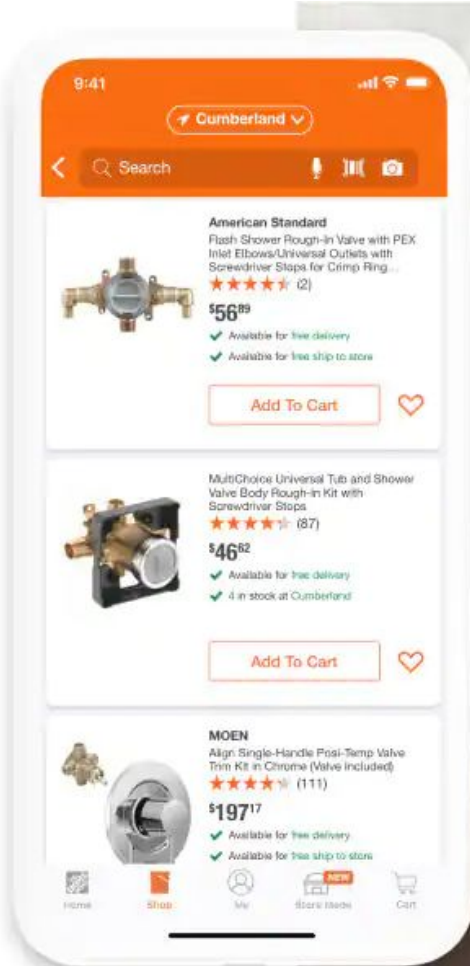
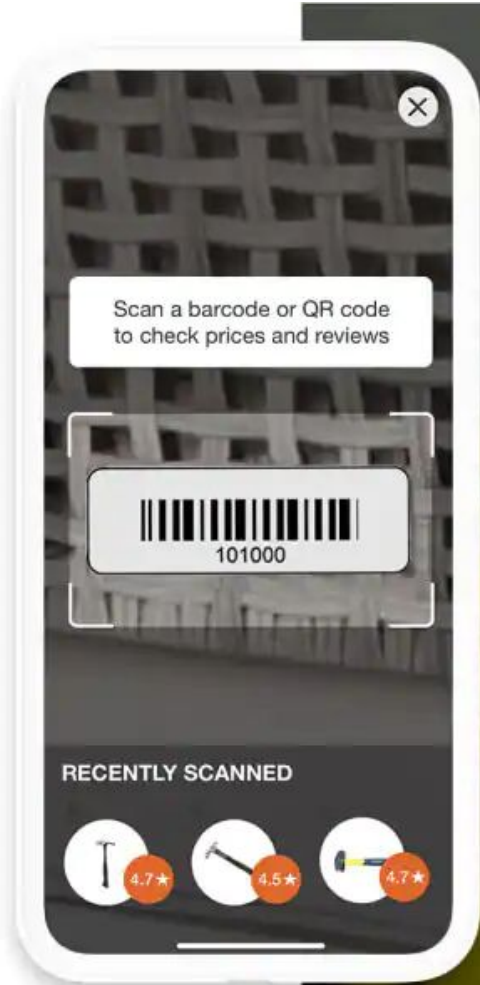


IMAGE SEARCH



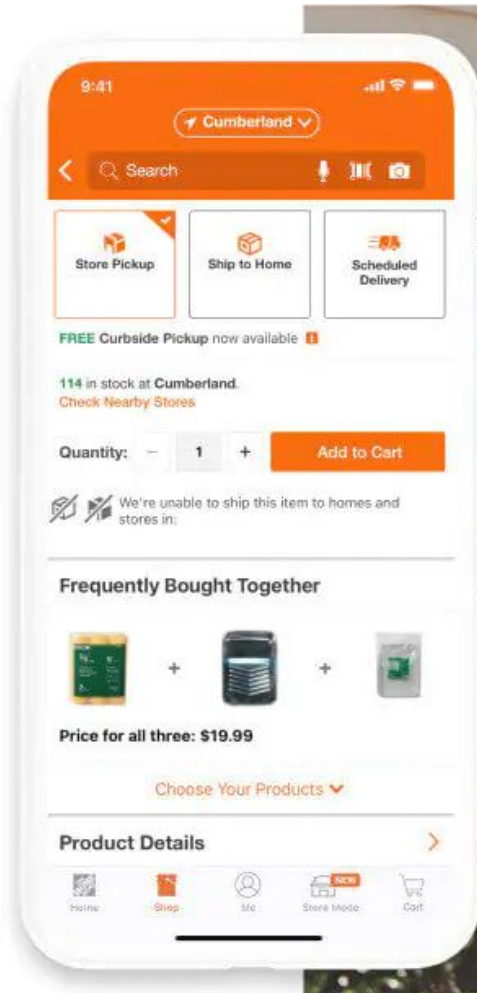
BAR CODE SCANNER



AUGMENTED REALITY



FLEXIBLE DELIVERY



DESIGN THINKING AT SCALE

The methodology was one of our greatest superpowers, creating an interdependent “team sport” with more widespread understanding of the methodology and adoption to apply it to business problems across the enterprise.





**THERE'S SOMETHING
HAPPENING HERE**

AND IT'S EXACTLY CLEAR

The Great Resignation is plaguing employers of all sizes and throughout most industries.

4.2M
Quits



ARE YOU SITTING DOWN?

1 in 3 people are considering leaving their jobs, right now.

Source: Magnify Money





August, 2022

10.1_m

Job openings

6.3_m

Hires and total
separations

4.2_m

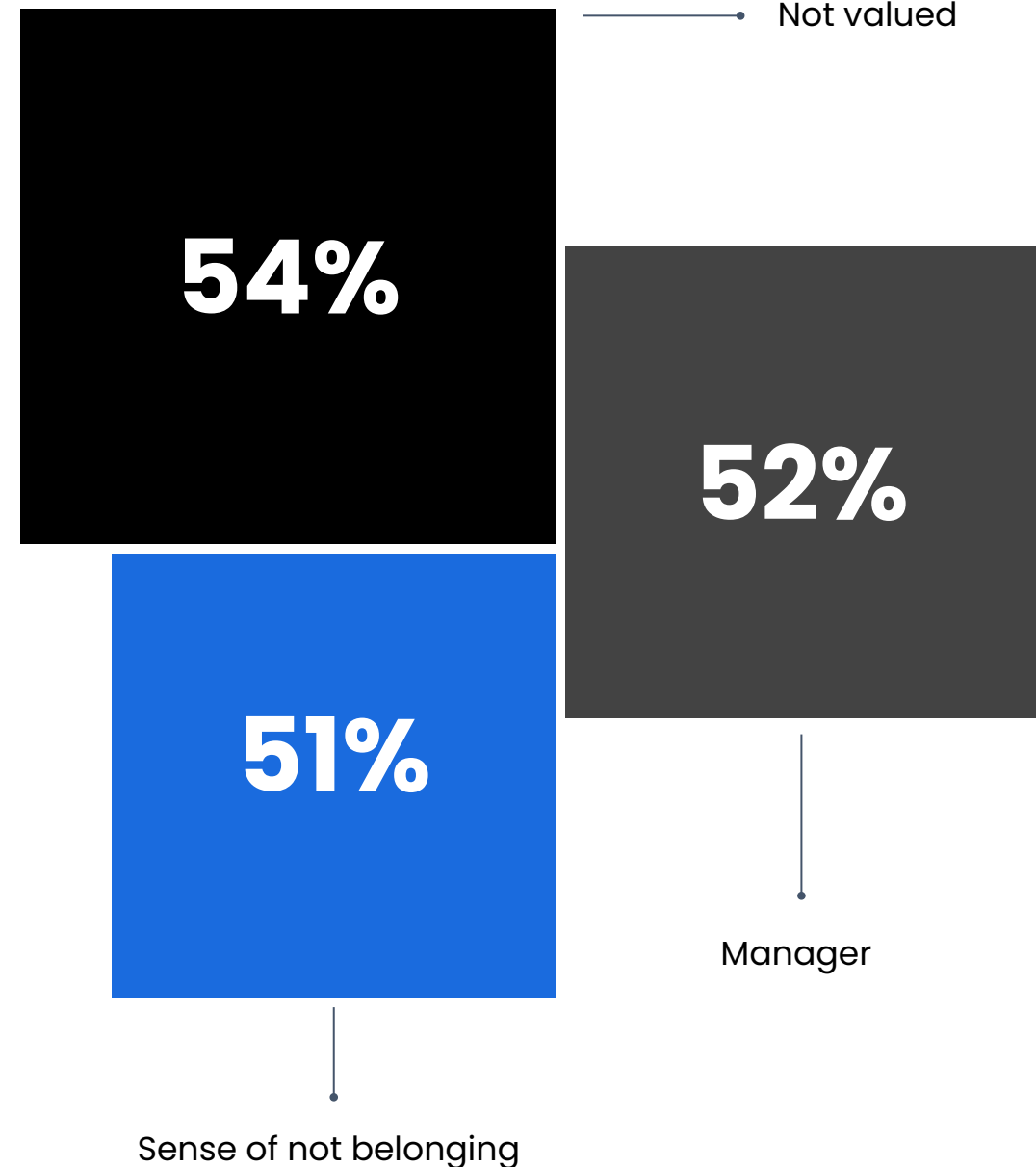
Quits

1.5_m

Layoffs &
Discharges

WHAT ARE EMPLOYEES RUNNING FROM?

Sure, money is certainly a driver, but what else? A recent survey by McKinsey & Company is revealing.





“

Employees cite stress and burnout in their current position as a reason for looking elsewhere. Others point to dissatisfaction, and even fear, caused by knee-jerk cost cutting actions by their current employer.

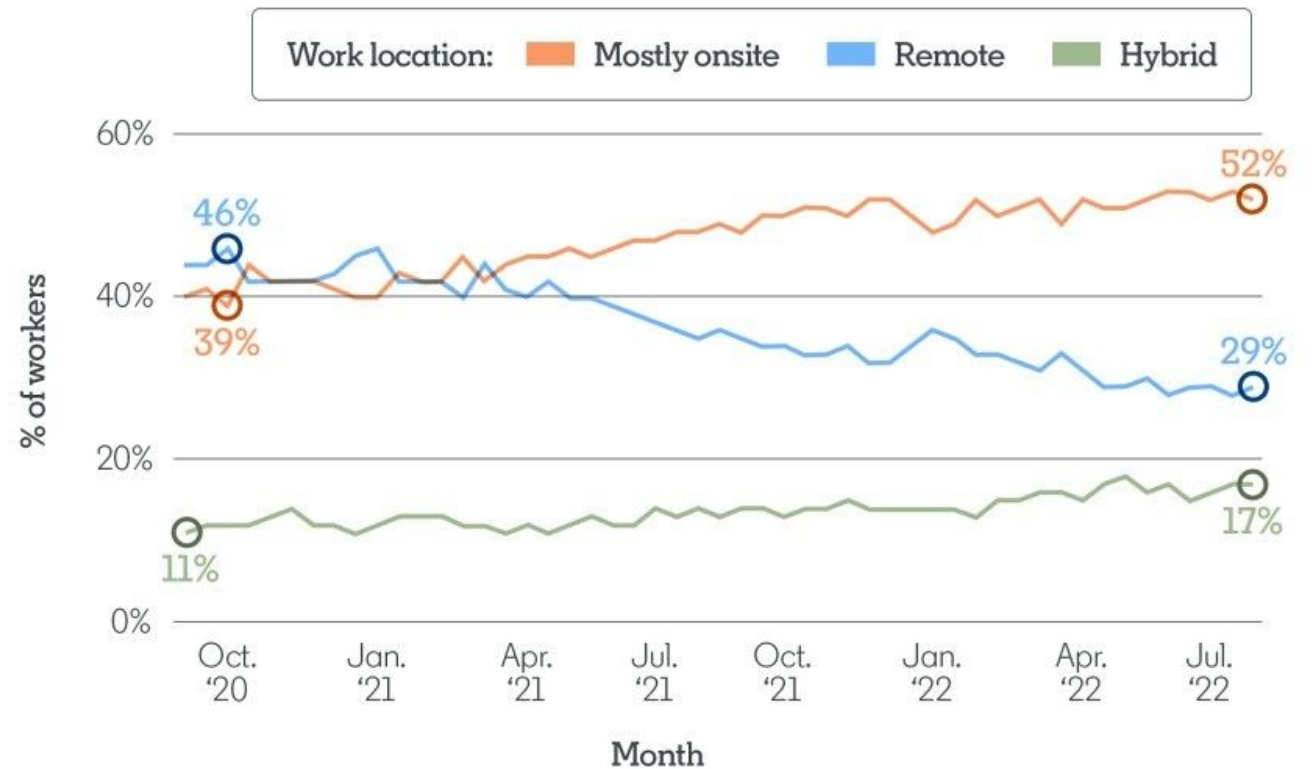
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RETURN TO OFFICE

The percentage of in-person workers (52%) has risen steadily as COVID restrictions have eased, and the percentage of remote workers (29%) has gone down.


Hybrid work environments are also gaining popularity, with 17% of workers saying they split their time between home and the office.

Source: LinkedIn Market Research



FALLING FLAT

According to a survey from McKinsey, about 30% of respondents said they would likely switch jobs if their current employer didn't offer a flexible work option.



30%



**IF DESIGN LEAVES,
THEY WON'T LOOK BACK**

**A designer may
decide to leave
for many reasons.**





“

Talent is not resigning from the workforce itself; people are just reconsidering what's most important to them when presented with multiple compelling opportunities.

”

WHY AM I LIVING LIKE THIS?

According to a survey conducted by LinkedIn, 74% of participants indicated that the time spent at home -- either during shut-downs or working remotely during the pandemic, had caused them to rethink their current work situation.

Value

If a creative employee feels that their fire is dimming, they won't hesitate to make a move.



Life Change

Net freedom wins over net worth. Creatives are recognizing burnout and found opportunities to redefine what wellness and life/work means.

New Pursuits

One of the biggest reasons we leave is boredom. We want to be creative! We want to solve problems, and we want to try new approaches.



Culture Connection

Toxic culture, poor leadership, career stagnation, wealth equity, mental health and well-being.

ASK YOURSELF, BE HONEST



Do they love their work?



Are they connected
with their coworkers?



Are they proud to work for your
company and value your
product/service?



Do they have the flexibility
and life work balance they
want and need?

WHAT AN EMPLOYEE WANTS

What an employee needs:

1. Transparency
2. Trust
3. Respect
4. Training
5. No micromanagement
6. Values matter



SEE ME, HEAR ME

According to a recent survey by bonusly.com, 63% of workers said they are regularly recognized and they are very unlikely to look for a new job.

A woman with long brown hair and glasses is looking at a laptop screen. A man with short brown hair and a beard is leaning over her, also looking at the screen. The background is dark and out of focus.

63%

Is Quiet Quitting the new Great Resignation?



A black and white photograph of a man with a surprised or wide-eyed expression, looking directly at the camera. He is positioned in the center of the frame. The background is a dark, patterned surface with large, stylized, light-colored floral or scroll-like motifs. Overlaid on the image is the title 'BURNING DOWN THE HOUSE' in large, bold, white capital letters. Below the title is a paragraph of text in a smaller, white font. In the bottom right corner, there is a small blue square logo with white text.

BURNING DOWN THE HOUSE

Quiet quitting does not refer to actually quitting a job. What quiet quitting boils down to, very simply, is burnout from overworked associates.

HEAT OF THE MOMENT

How do you know if your employees are feeling burnt out? These are the classic signs:

1. A drop in productivity
2. Disengagement
3. Low motivation
4. Decreased communication
5. Withdrawing from teammates



LIGHT MY FIRE

This can catch like wildfire. If one employee is showing these signs, it's very likely other employees feel the same way and are talking to each other in a Slack or Discord channel you don't know about.





**HOLD THE LINE,
RETENTION IS ON TIME**



“

Simply put, care.

”

HUMAN LEAGUE

What workers really want is to feel a human connection and sense of purpose. Now more than ever, it's important to keep team members engaged, healthy and connected.



ASK YOURSELF, BE HONEST



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with their coworkers?



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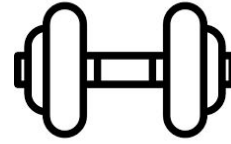
“

**Find the right balance of missionaries
and mercenaries in your team.**

”

WORD ON THE STREET

Listening to people and implementing these four strategies that make your teams feel valued is key to driving long-term retention.

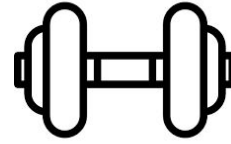


Team Building Exercises

Use team-building games that don't suck and create connections.

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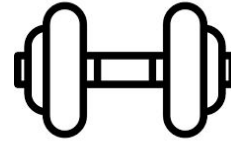


Crisp Career Ladders

Clear and documented career paths. Improve skills through training and development.

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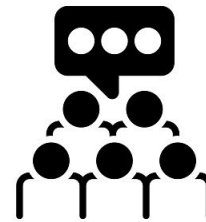
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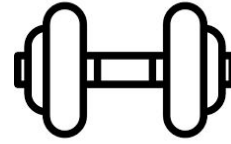


Focus Groups

Take the time to honestly communicate about what is happening and to ask them for their input.

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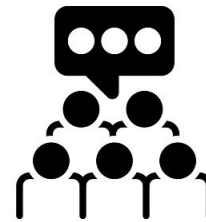
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Think Time

Establish ways for your team to work together on interesting projects.

TEAM BUILDING EXERCISES





TWO TRUTHS & A LIE

Instructions

Ask your participants to write three simple statements — two of which are truths about them, and one of which is a lie. The statements can be about their talents, professional skills, achievements, or anything else.





ALIENS HAVE LANDED

Instructions

Participants are asked to imagine that aliens have landed on Earth and want to learn about their company, product or service. Since the aliens don't speak English (yes, ET learned), it needs to be explained with 5 symbols or pictures.





SPIRIT ANIMAL

Instructions

Ask participants to sketch or download their spirit animal, one they connect with or it might be their favorite animal.





ZOOM BACKGROUND CHARADES

Instructions

Ahead of a meeting, have your team upload a background based on a theme. It could be a favorite vacation spot, a scene from a movie, a cartoon character or best meal.





ITEM ON YOUR DESK

Instructions

Have each person choose an item on their desk and hold it up to the camera for everyone to see. The person can then explain the meaning behind it or why it's on their desk.





YES AND! STORYTIME

Instructions

Make up a conversation or story in which every sentence (except the first one) starts with the words "Yes, and..."



CAREER PATHS



CAREER PATHS

We are here for the art and the business. Well-defined, clearly communicated pathways for advancement can encourage employee satisfaction and retention.

Make it global, visible and understood with your teams. Identify roles and responsibilities, key differentiators and clear, documented job descriptions.





“

**Push past the obvious of hard skills.
Think about layering in leadership
qualities, values, principles, emotional
intelligence and personal brand.**

”

FOCUS GROUPS



FOCUS GROUPS

Best in class leaders are not just asking for, but taking action on associate feedback.

Take the time to honestly communicate what is happening and ask your team for their input.



GROUP PROJECT



GROUP PROJECT

Find some time to think. Establish ways for your team to work together on interesting projects.

This will build trust and understanding, ultimately leading to a stronger team.

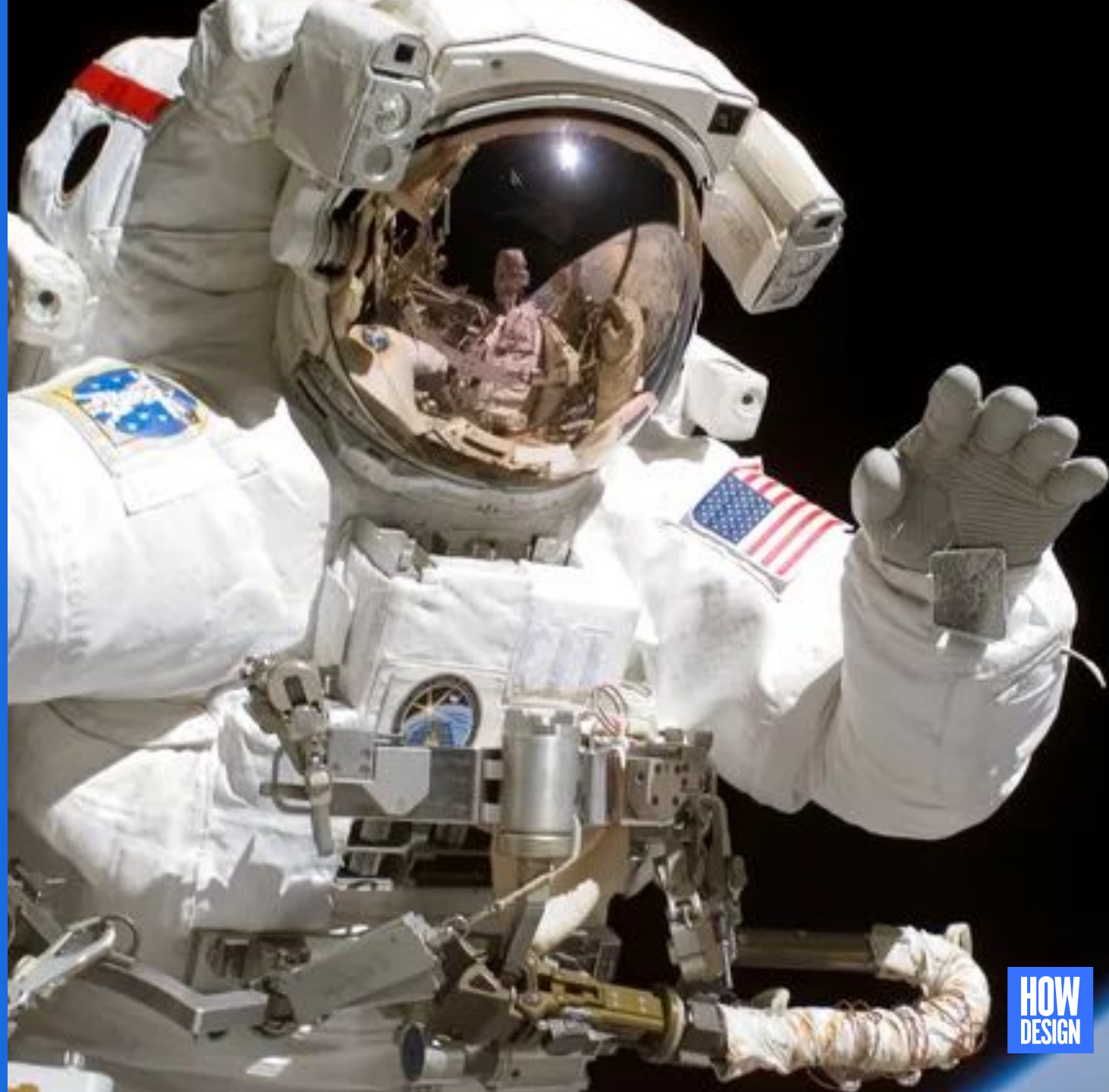




DESIGN A PEN FOR AN ASTRONAUT

Instructions

Design a pen that can flow ink in low gravity extreme space and weight limitations and can write at any angle, on a range of surfaces. (And it's not a pencil.)





DESIGN AN ATM THAT DOESN'T SUCK

Instructions

Rethink the digital and physical user experience by making an ATM innovative, intuitive, fast, and easy.





WRAP IT UP



“

It's life/work balance.

”



THANK YOU

Q&A