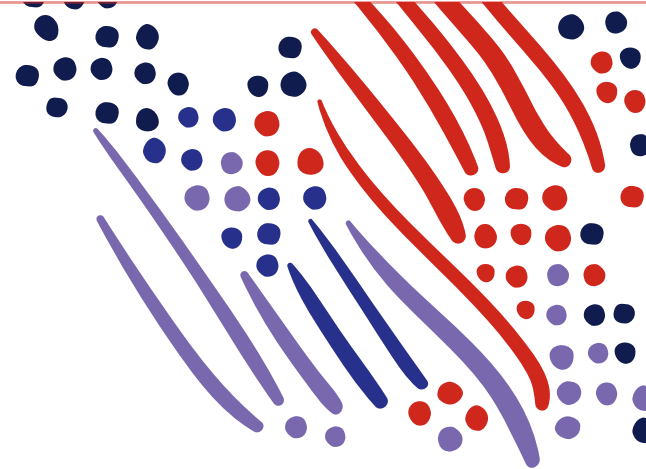




Saving the Quiet Quitter

Presented by the IFA and ADP



September 14, 2023

Today's Speakers



*business
calm*

Rex Mackrill

Founder
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Senior Director, HR Business Partner
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Maribeth Bearfield

Chief Human Resources Officer,
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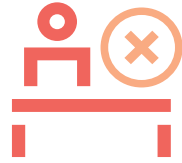
Kate Sensmeier

VP Marketing Franchise and
Diverse Markets at ADP

Why Save the Quiet Quitter?



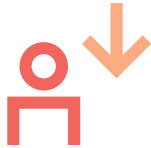
Hiring is so expensive



Interview no shows waste time



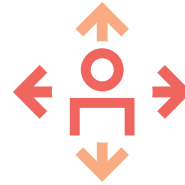
People have crazy demands



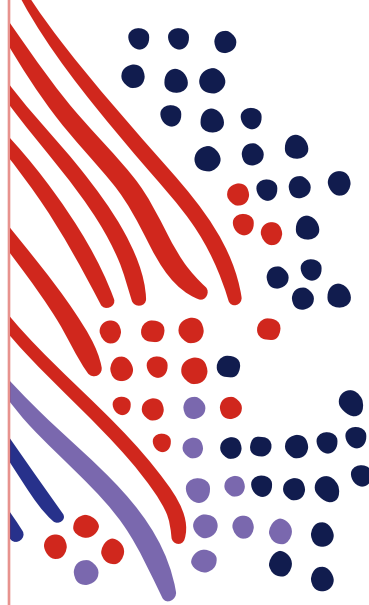
Lack of engagement is on the up



Turnover bleeds cash and hurts the business



Losing great people can be contagious



Happy Employees are Talent Brand Promoters

- Flexibility is crucial – 61% will promote
- Autonomy is central to staying – 66% will promote
- High Freedom – 68% will promote
- Great Team Connection – 70% will promote
- High Trust is vital:
 - In teammates – 71% will promote
 - In team leaders – 66% will promote
 - In senior leadership – 72% will promote
 - In Human Resources – 70% will promote



Source: Quarterly Workforce Research Report ADP Research Institute Issue 2 | May 2023



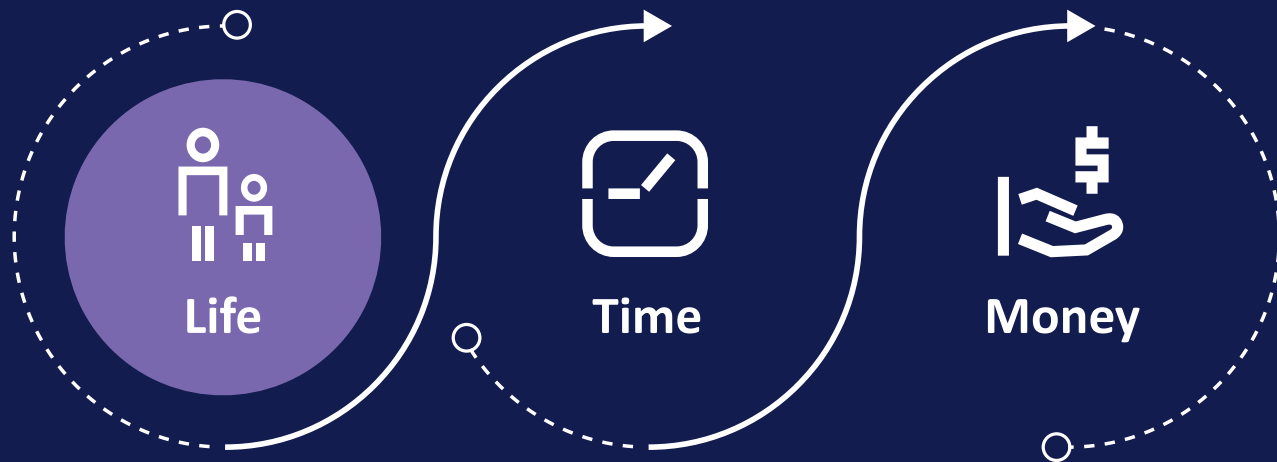
What's Normal?

- There's a new Normal
- We kind of know it
- Different for each group
- Changing over time
- Dynamic, fresh, and different
- We need to hear the new normal
- Speak the new normal
- To find our new normal
- Share it with our people
- Live it in our businesses



A New Commitment

- People are seeing what's important to them
- To create a good life
- What they will remember
- What they will miss
- Finding a new balance
- Life, Time and Money
- Their new commitment





Stress, Distress & Exit

- People get stressed
- Fearful, frustrated, small
- People look to destress
- Quietly leak their stress
- And think the grass is greener
- People want a path
- Growth, stability, certainty
- Each their own
- Hear, share, agree
- A shared journey



People Leak-Quietly

- Missed agreements
- Minimal eye contact
- Over driven
- Laughter
- Deflection
- Fear flash
- Set their armour





A New Power Dynamic

- We've always said choice is two ways
- Now it really is
- People are choosing
- Based on what matters to them
- People are telling you
- Quietly
- It's hidden in plain sight
- A new Balance for your business

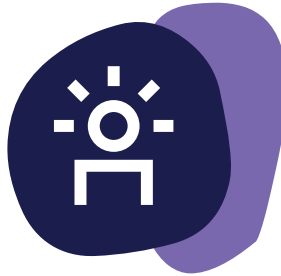
“By 2025 over **75 percent of workers** will demand **hybrid or remote working** due to shifting demographics in the workplace”

Forbes, January 2023



Purpose & Productivity

- Happy people deliver
- People want a purpose, a cause
- Share yours
- People will gather
- Agree best fit
- Tune your business to it
- Resonate
- And grow





Respect

- People respect their lives
- You respect people
- The difference people make
- Their lives in your business



Your New Tool Kit



Find your new
Dynamic Balance



Create and fulfil
agreements



Respect, Resonate,
and Grow



Share your
Purpose



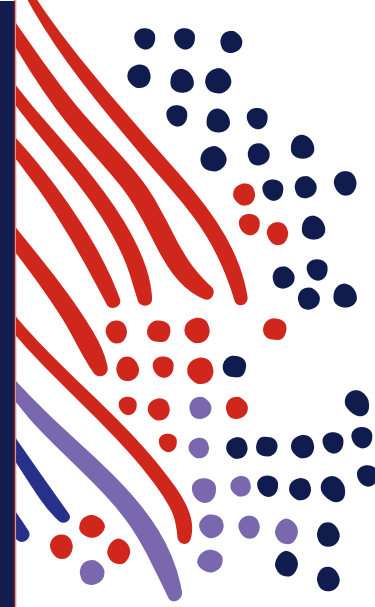
Hear people's stress
and distress – and act



Hear, Speak, and Find
your new Normal



Find the new Commitment
of your People



Contacts

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