

The BIG SHIFT: How to Reimagine the Great Resignation

Reference Guide

Module 1: Lesson 1

1. Fill in the blank

Because of Covid-19 over _____ employees quit their jobs by November 2021.

2. The pandemic created a trend for workers to move to what type of work?

3. Free thinking:

As a leader in this new work environment, what are some things you can do to help ensure that you attract and keep good talent in your organization?

Module 1 Lesson 2

1. Fill in the blank

Millennials want to be evaluated on _____ rather than _____ of their work.

1. True or False: Generation Z employees are looking for authentic employers and see flexible work environments, clear directions and transparency about their work as near requirements.
2. Free thinking

You are the managing supervisor of a department. Give an example of how you could make your work environment conducive to your Generation Y employees.

Module 1 Lesson 3

1. Free thinking:

Despite the increase in teleworking, 2/3 of jobs cannot be performed remotely. As a leader within your company what can you do to make coming to work more appealing to this new work force?

2. What must leaders have to make sure the workplace meets the demands of today's job seeker?

3. True or False: Since 2/3 of jobs in the US cannot be performed remotely, leaders must create new jobs so job seekers can work remotely.

Module 2 Lesson 1

1. True or False: Today's workforce is concerned with salary more than values of a company.
2. Multiple Choice

Which statement is not a question job seekers are currently asking?

- a. Is this a company I can be proud to work for?
 - b. Will I enjoy working here?
 - c. Will this company be around for many years?
 - d. Do I feel like these are people I could be myself around?
3. As a leader what are 2 things you can do to address your work environments for today's job seeker?

Module 2 Lesson 2

1. Fill in the blank

Try before you buy, live the experience, are all characteristics of the _____

2. True or False: Core values should be evidenced in charitable community actions.
3. Give two examples of how to create REAL teamwork.

Module 2 Lesson 3

1. As a collaborative leader, your strategy should focus on the _____ rather than the _____.
2. What is the key benefit of knowing how and when to use your team's dynamic skills?
3. As a leader what is the first thing you must create to build a team of proactive collaborative thinkers?

Module 3 Lesson 1

1. Fill in the blanks:

Employees should be treated as _____ rather than as a _____

2. Which of these choices is considered human capital?

3. Free thinking:

Give an example of how you can invest in the intangible to attract and retain employees in today's new workforce.

Module 3 Lesson 2

1. True or False: One reason employees are leaving the workforce is to have more freedom.

2. Free thinking:

Describe in your own words what an Engaged workforce looks like.

3. Multiple Choice:

Which of these is not an excellent retention strategy?

- a. Company Onboarding
- b. Employee Compensation
- c. Affinity/Resource Groups
- d. Employee Wellness Options
- e. Mentor/Sponsorship Programs
- f. Employee Perks
 - I. Paid parental Leave
 - II. PTO for Community Volunteer Service
 - III. Employee Discounts
 - IV. Flexible Work Options

Module 3 Lesson 3

1. Multiple Choice

Which of these are a good corporate response?

- a. Pay more money
- b. Destigmatize criminal backgrounds and institute a second chance hiring program.
- c. Give more vacation time

2. Fill in the blanks

Black workers are _____ in the US economy due to gaps in _____.

3. What is the major thing that companies should do to help close the Equity gap?

Module 4 Lesson 1

1. Multiple Choice:

Which of these strategies are important to a company's intentional communication?

- a. Establish Quarterly Briefing meetings.
- b. Model internal communication similar to social media
- c. Keep company intranet site up to date with what is new in the company.
- d. All of the above

2. Free Thinking

What is the benefit of employees understanding the Why?

3. True or False: Having fun ice breakers is a good practice for Purposeful rounding.

Module 4 Lesson 2

1. How does a positive company attitude benefit in attracting employees from this workforce?

2. What allows for more proactivity and an increase in locus of control?

3. Free Thinking

What are some things you can do in your company to implement the Pep Rally Effect?

Module 4 Lesson 3

1. True or False: You must have a daily commitment to executing the "shifting" plan.

2. What are some ways to ensure that the consistent message of the company is being disseminated and received?

3. As a leader how do you ensure a company win with today's workforce?