



SMG

THE ART OF
LEADERSHIP

Welcome to the webinar

ADDRESSING THE GREAT RESIGNATION

Facilitator: Mehul Joshi

11 October 2021

Purpose

of our Lunch & Learn Webinars

Create a forum to facilitate expertise, insights and perspectives that help leaders and organisations:

- Respond effectively to shared challenges
- Emerge stronger from the current environment of uncertainty

Session Objective

Assess the scale and impact of ‘the great resignation’, explore the underlying causes and identify what can be done to engage and retain top talent.

Session Agenda

- Introduction to our Panel
- Reality Check
- The Drivers of Attrition
- Factors to attract and engage
- Q and A



Our Panel



Bernadette Bruton

Executive General Manager,
Culture, Leadership and
Learning, NAB



Pierre de Villiers

General Manager,
People Centre of
Expertise, Allianz



Lynn Rasmussen

Career Transition Specialist
SMG, Former Head of
Executive Talent, Westpac

40% of employees
said they are at least
somewhat likely to quit in the
next three to six months.

* 5774 respondents in Australia,
Canada, Singapore, the United
Kingdom and the United States



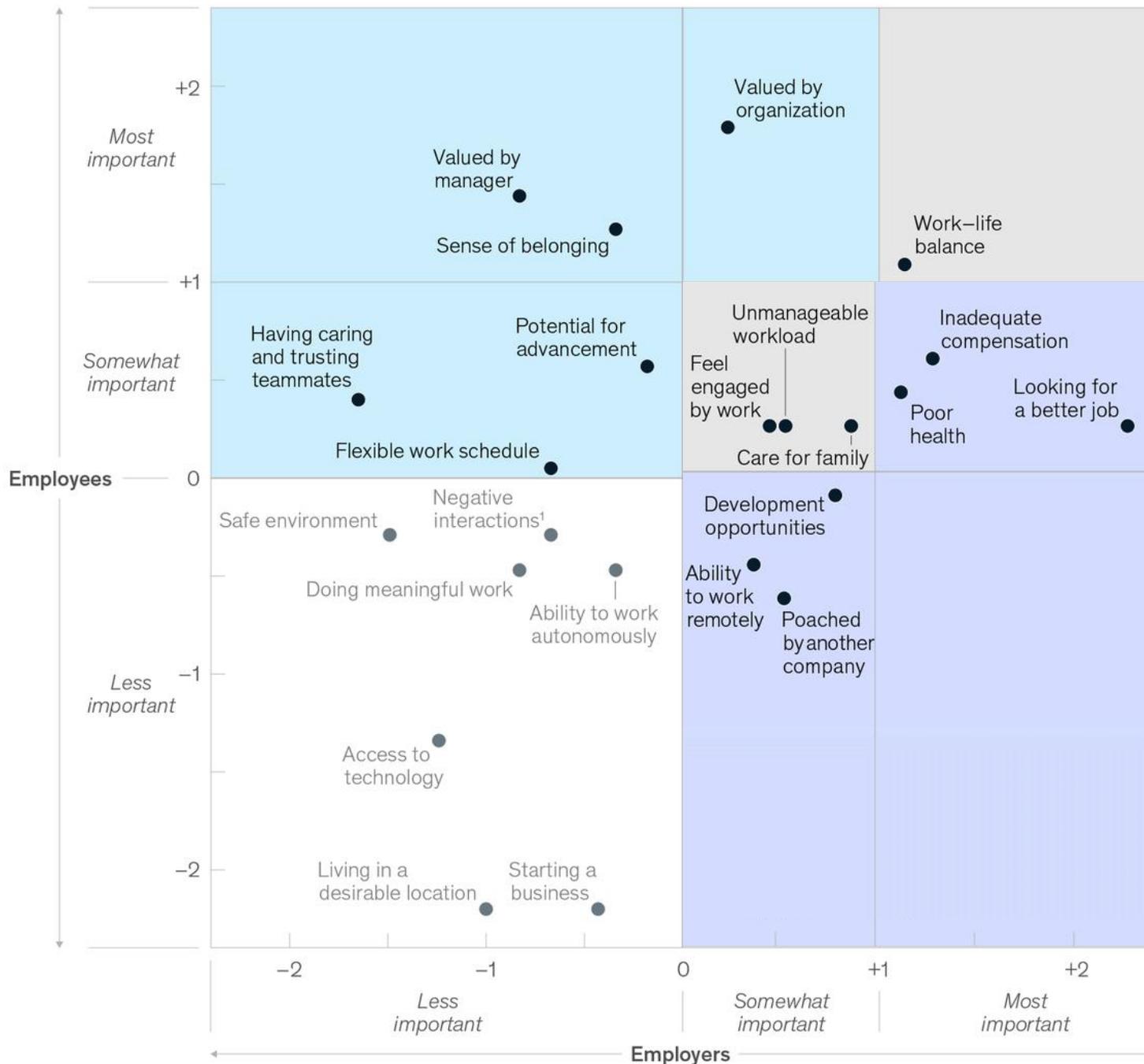
Source: McKinsey

40% of employees
said they are at least
somewhat likely to quit in the
next three to six months.

Poll Question: to what extent might
this be true within your organisation?

1. Very true
2. Somewhat true
3. Not true
4. Hard to gauge





▶ **Employers seem to overlook the relational elements** that are key drivers for why employees are leaving, such as lack of belonging or feeling valued at work.

▶ **Employers overindex on transactional or external factors**, which are not primary drivers (for example, job hunting or compensation).

▶ **Employers must focus on the deeper employee experience and relational elements**, while treating structural factors like pay and working models as table stakes.

Factors to attract and engage

1. Do we have leaders who lead with compassion?
2. Do leaders have the management skills to lead in a hybrid work environment?
3. Is our work environment transactional or are we taking a whole of person approach to individuals?
4. Are our benefits aligned with the needs of our people?
5. Are we providing meaningful career development pathways?
6. Are we providing a sense of community?

Poll Question: Which of these factors has the greatest impact?

Thank you for joining the webinar

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