

Environments that Foster Growth



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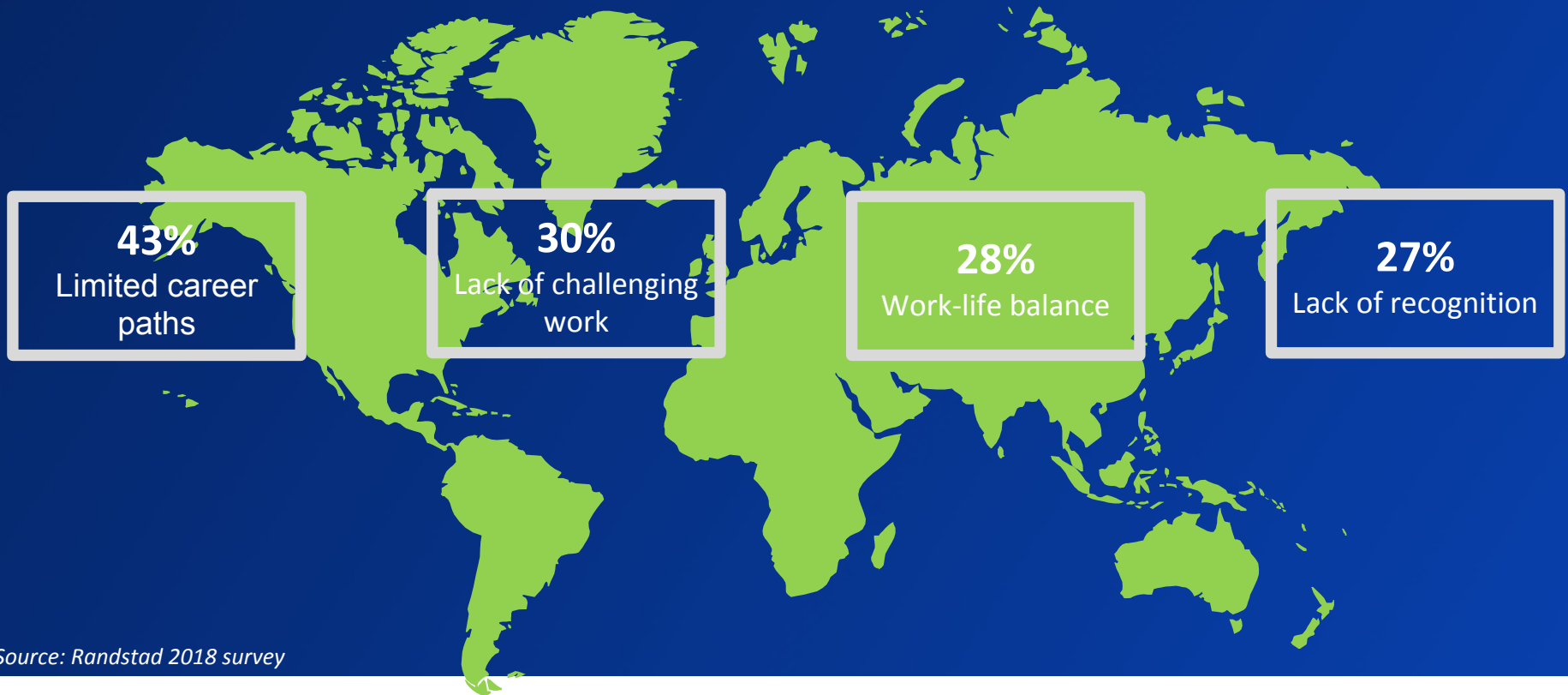
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Signify

Top reasons for leaving a job



Source: Randstad 2018 survey

It's not always about the money



4 Things Worth More than Money to Millennials



New Opportunities

63% of millennials intend to stay with their current employer for the next few years or longer, especially if the job includes:

- New opportunities
- Better work/life balance
- A clear career path



Recognition

64% of millennials want to be recognised for personal accomplishments and reaching milestones at work

However, 39% say their companies don't give recognition or positive feedback at all



Communication

Regular check-ins over annual reviews:

- Short-term goals can be prioritised
- Skills can be developed faster
- Regular check-ins are more natural



Work / Life balance

Alternatives to the traditional 9-5 include:

- Working from home
- Flexitime
- Working in coworking spaces

Source: Manpower Group Millennials Report

MEMO TO BOSSES: IN CHOOSING EMPLOYERS,
GEN Z SEEKS 'CUTTING EDGE' TECH

80%

want to work with cutting-
edge technology in their
future careers

77%

are willing to be
technology mentors
to others on the job

Gen Zs are digital natives



Source: Gen Z: The future has arrived report by Dimensional Research
(2018)

1:1

Lets take out our smartphones !

Question 1:

What were the key moments that helped you grow as a professional during your career?

Question 2:

In your organization what do you think is the most common reason for employee turnover?

1. Limited Career Paths
2. Lack of challenging work
3. Work-life balance
4. Lack of recognition
5. Bad management
6. Toxic culture

Thank You!

HIRING SUCCESS

