

# ILLUMINATIONS

## Where have all the employees gone?

The headlines regarding the 'great resignation' of the past year or so dominate HR discussion boards. Many organizations are offering sessions on how to keep and retain your employees during this current trend.

According to a March 9, 2022 post by CNBC, 4.3 million Americans quit their jobs in January of 2022 and there were more than 11.3 million job openings in the U.S. These numbers are not meant to scare us but they most certainly have garnered our attention.

What are employers to do to attract and retain their best people?



Gierke Jungbauer Human Capital is your outsourced HR Team. We help with retained searches, executive coaching and fractional and interim HR to complement your team or manage all aspects of your human resources.

Reach out to Gwen at  
gwen@gierkejungbauer.com or  
651-428-6999  
for a no-cost discussion of how we can help!

Check out our updated website at  
[www.gierkejungbauer.com](http://www.gierkejungbauer.com)

## DEMONSTRATE VALUE

First and foremost employers need to demonstrate that they value their employees. One way to do this is to make sure your human resources team is meeting the needs of your employees. Competitive pay and benefits are important but other perks and offerings can provide your team with their reason to be connected, their reason not to leave. All employers have a need for HR. If your company doesn't have a need for full-time HR, Gierke Jungbauer Human Capital (GJHC) can provide a fractional resource at a fraction of the cost of a full-time employee. If your company has HR but doesn't have a senior-level human resources team member, call Gwen to discuss how we can complement your team with an experienced HR contractor to make sure you're taking care of your team.

## PROVIDE THEM WITH TOOLS

Another way to take care of your team is by providing them with ways to develop and improve their skills. Providing an Executive Coach from GJHC can help develop your key team members and give them the tools they need to become even stronger contributors to your organization. We have coaches for just about any role, including great coaches who help support those who are tasked with business development and revenue generation, as well as sales coaches who help sales managers and teams shine. Our coaches give your team member confidence in their role, further connecting them to the organization. We've coached rising stars as well as team members who need to fix flaws in their leadership. Reach out today to hear more about how our coaches can engage your key team members.

## LET US HELP YOU

If your company finds that it needs to hire due to an employee resignation, GJHC is having tremendous success for its clients with our retained searches. Our team of experienced recruiters have filled critical roles for companies that just can't find the talent they need. No need to hire the one candidate you were able to find...let us complete a comprehensive search of the market on your behalf so you and your team know you're hiring the best available candidate. The cost to replace and retrain an employee is high, so hiring the right person the first time will ultimately save your company time and money.

### Congratulations on New Hires!

**GJHC helped the following clients onboard critical team members in the first quarter despite the very competitive job market:**

Cub Foods, Embroidery Library, Garven Design Group,  
Genesis Group Homes, Hollstadt Consulting, Homestead Road,  
McMillan Electric, Norflex Inc, and Skykit

Surely a lot of employees have left the workplace.  
Gierke Jungbauer Human Capital looks to help you reverse this trend so  
your business can achieve its goals in 2022!

### Contact us today!

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**Fractional &  
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