



Showing Gratitude for Your Partners

Within our company we are intentional about sharing gratitude. With our core value of humility we believe its critical to demonstrate to our team, our customers and all of our partners that we appreciate and value their contributions.

Thanksgiving is a great time for each of us to remind our partners of the value we place on them. While the headlines of the past few weeks talk of enormous layoffs in the technology sector, we're immediately reminded of how difficult it is to find talent at this time. Even as Twitter is laying off or losing a reported 88% of its workforce, the Minnesota Department of Employment and Economic Development shows the unemployment rate holding at 2.1%, which is nearly 50% lower than 12 months ago. Finding and retaining talent must remain a priority for all businesses, especially small employers in the area.

Every company has its own identity and therefore its own way it shows its employees and partners gratitude. The national holiday for Thanksgiving gives us the perfect opportunity to thank our team members who go the extra mile, who help our customers with their needs, who make our businesses a great value proposition for those we work with. Whether you thank your employees with a sincere note, a box of cashews or some extra time off, this week is a great time to say 'thank you.' Thank your valued customers, thank your dedicated employees and thank those that make your company a great place to work!

With such low unemployment, many jobs are difficult to fill, but engaging a retained recruiting firm is a great way to cultivate the best candidates for your job so you find the person who not only has the skills needed but also fits your company's culture. One of the great advantages of using a retained recruiter is the substantially reduced time it takes to put your new team member in place. It can cost less cash to hire directly, but a skilled recruiter can bring you a slate of candidates who meet the criteria you've established so you're positioning your candidate and your company for success, and do so in much less time. Time is money, so while you're not paying a recruiter you're also not seeing all available candidates and you're losing time conducting your own search. Reach out to Gwen & Ron to hear more about how Gierke Jungbauer Human Capital (GJHC) can help your business find those great candidates.

Showing employees your appreciation is a critical part of a professional Human Resources team. Is your company engaging your employees so your people feel connected to your business and its goals? Gierke Jungbauer Human Capital has fractional HR professionals from Generalist to Human Resources Director who can ensure your team is valued and not looking to see if the grass is greener elsewhere. Show your team you care with our outsourced fractional HR team!

Finally, you can thank your rising leaders by engaging in leadership coaching. GJHC has coaches for executives, developing leaders, sales professionals and more to get the most from your team. You show your team you're interested in them by helping your critical teammates learn how to do their job better under the direction of an Executive Coach. Our coaches have been trained in the latest and best programs to help thank your employees and set them up for success.

At Gierke Jungbauer Human Capital we wish to thank all our partners for allowing us to work for and with you. We wish you a sincere 'Happy Thanksgiving' and hope you enjoy the upcoming holidays with people you love.

Contact us today!

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