

# ATTRACTING & RETAINING THE BEST & BRIGHTEST TALENT

Almost all organizations are rethinking their approach to attracting, hiring, engaging, training & motivating employees.



# UNDERSTANDING THE WORKFORCE





OF EMPLOYEES BELIEVE WELL-BEING PROGRAMS SHOULD HELP TO IMPROVE THEIR OVERALL JOB SATISFACTION **≕;91%** 

OF EMPLOYEES EXPECT TO STAY IN THEIR JOB FOR LESS THAN 3 YEARS

MULTIPLE GENERATIONS IN THE WORKFORCE

Owing to their generational differences, each age group has different expectations about the workplace and their experience in it. This includes everything from the technology they use, their workspaces, work hours, workplace amenities, and even the on-premise dining options they prefer.











# HOW COMPANIES ARE WINNING TOP TALENT



INNOVATION

People want to belong to an organization that values their uniqueness and connects them to a larger mission and purpose.



Small comforts dissipate stress

Health is a

evolution

barometer of progressive



Employees want to feel their company is part of something meaningful



Nature inspires productivity



Social experiences at work increase happiness

**7**m

Which companies are excelling

at creating work experiences

where people want to be?

Diversity sparks pride



People are creating new ways to define the five ways in which they sustain themselves

# IMPACT

#### Top 10 Best Places to Work 2019 (LinkedIn)

Company	Linked in
Google (Alphabet)	1
Facebook	2
Amazon	3
Salesforce	4
Deloitte	5

#### Top 10 Best Places to Work 2019 (Glassdoor)

Company	<b>J</b> glassdoor
Bain & Company	1
Zoom	2
In-N-Out Burger	3
Procure Technologies	4
Boston Consulting Group	5

Top 10 Best Places to Work 2019 (*FORTUNE* Magazine)

Company	FORTUNE
Hilton	1
Salesforce	2
Wegmans	3
Workday	4
Kimpton Hotels & Restaurants	5

UBER	6
Apple	7
Airbnb	8
Oracle	9
Dell	10

LinkedIn	6
Facebook	7
Google (Alphabet)	8
Lululemon	9
Southwest Airlines	10

Cisco Systems	6
Edward Jones	7
Ultimate Software	8
Texas Health Resources	9
Boston Consulting Group	10

NORTHEAST
• Vermont

New HampshireNew YorkMassachusetts

Rhode Island

Connecticut

### Where are the best places to live and work?



of the best rated companies are in 6 U.S. regions.



## Top Places to Live in the USA



1. Austin, TX

6. Minneapolis -

St. Paul, MN



2. Denver, CO



7. San Francisco, CA

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3. Colorado Springs, CO



#### 8. Portland, OR



southTexas

4. Fayetteville, AR



9. Seattle, WA



EAST

Pennsylvania New Jersey Delaware Maryland Virgina North Carolina

5. Des Moines, IA



10. Raleigh & Durham, NC Source: realestate.usnews.com



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