

# BUSINESS OPERATIONS **2023** SUMMIT

[RE]ALIGN



10.09.23-10.11.23

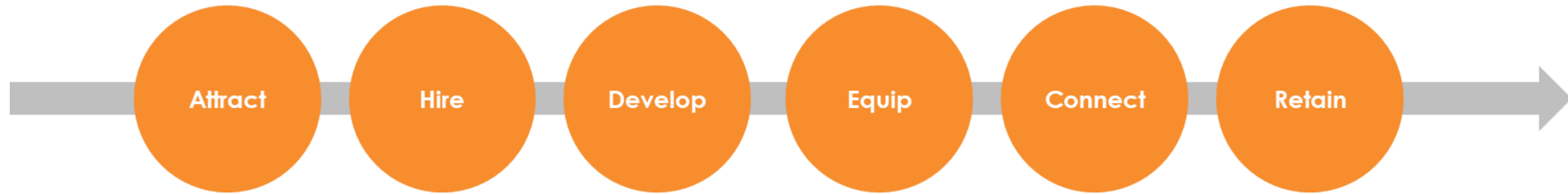


Little Rock, AR, USA



# **Nurturing Brilliance: A Holistic Approach to Talent Retention and Wellbeing**

# TALENT RETENTION STRATEGIES



- **I WANT TO WORK SOMEWHERE WHERE THEY ARE:**
  - Nurturing the **ideal organizational culture** including a commitment to intentional diversity, reciprocal trust, mutual respect, and a dedication to the mission
  - Fostering the **ideal work environment** that is inclusive, safe, healthy, positive, harmonious, efficient and productive for all team members
  - Offering an equitable and competitive **talent investment package** that includes cash, professional development and benefits that supports the needs of the individuals



# CREATING AN APPROACH TO WELL BEING

- Wellbeing is not just the absence of disease or illness.
- It's a complex combination of a person's physical, mental, emotional and social health factors.
- It's how you feel about yourself and your life.
- So how, as an employer, can you nurture it?



# BENEFITS

- Healthcare coverage
  - Medical
  - Dental
  - Vision
- Paid Time Off
  - Vacation
  - Sick
  - Holiday
  - Bereavement
  - Civic Duty
  - Volunteering
  - Others
- Retirement Savings
- Paid Family Leave
- Additional Wellness
- AD&D, LTD and Life Insurance
- Professional Development
- Employee Assistance Program (EAP)
- Internet/Cell Reimbursement
- Industry Memberships
- Gym Memberships
- Student Loan Repayment
- Parking Reimbursement
- Childcare coverage



# AWW.....

- Are we cared about?
- What help is available?
- When can I take off work?



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