



The Great Resignation and Other Human Resource Trends

Richland County, South Carolina
Leonardo Brown, MBA, CPM, County Administrator

Then vs. Now



Do More  with Less

- You get more with more
- You get less with less

**Don't push your most
loyal people to the point
that they no longer care.**

**Because If you do,
you run the risk of
pushing away great
talent while settling for
mediocrity.**

Leadership First



Then vs. Now



Check your ~~feelings~~ at the door

Think “Hokie Pokie”

- Employees are allowed and encouraged to put their whole self in
- Or, they take their whole self out of your organization.

PLEASE REMEMBER:

- YOUR job is the DREAM of the UNEMPLOYED
- YOUR house is the DREAM of the HOMELESS
- YOUR SMILE is the DREAM of the DEPRESSED
- YOUR HEALTH ^{is} the DREAM of those who ARE SICK

BEAUTIFUL things happen
when you distance
YOURSELF from NEGATIVITY?
find SOMETHING to be grateful for♥



Then vs. Now



Synergy: ~~1+1~~ = 3

Think Law of Diminishing Returns

- 1+1 may equal two; depends on level of civility and divisiveness prevalent in the workplace



Accountability vs. Iccountability



Alternative Work Schedules*

Flexible Work Schedules*

Remote work*

* Formerly called benefits now identifies as compensation

Legalize T.H.C.



- Trust
- Humility
- Consideration



Handout

Performance Analysis



Performance Solutions

