



WE LOVE
CONNECTING
THE DOTS

WHO WE ARE



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HOW TO ACHIEVE SUSTAINABILITY IN THE CHANGING HR ENVIRONMENT



Fulfilling
career



High salary



Work/life
balance

TYPES OF SUSTAINABILITY

Environmental Sustainability
Social Sustainability
Cultural Sustainability
Political Sustainability
Corporate Sustainability
HR Sustainability

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HR Sustainability

**40% of workers globally
say that they might leave their jobs
in the near future*.**

*Source: McKinsey: The Great Attrition is making hiring harder, July 2022

THE CHANGING HR ENVIRONMENT

1. Mindset change after Covid
2. Gen-Z enters the job market
3. Job Change across industries

HOW CAN YOU AVOID ATTRITION

- ✓ **How to attract the changing workforce**
- ✓ **The Fearless Organisation**

HOW TO ATTRACT THE CHANGING WORKFORCE

5 Personas

1. **The Traditionalist**
2. **The Do-it-yourselfers:** Anything for autonomy
3. **The Caregivers:** At home but wanting more
4. **The Idealists:** Students and first job (Gen-Z)
5. **The Relaxers:** Career doesn't come first anymore



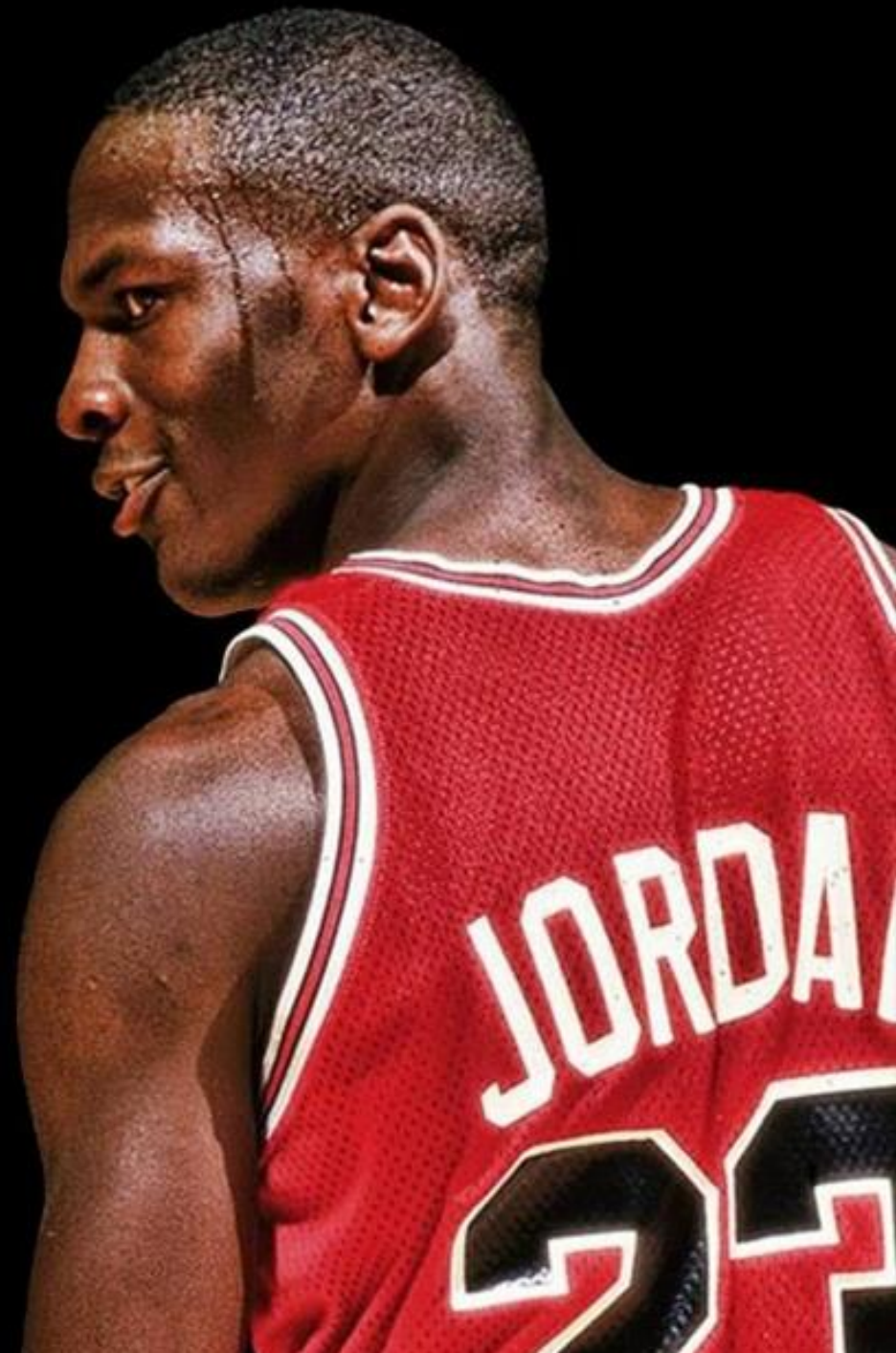
MOTIVATION FACTORS*

IMPORTANCE	TRADITIONALIST	DO-IT-YOURSELFERS	CAREGIVERS	IDEALIST
1	Career Development	Flexibility	Compensation	Flexibility
2	Compensation	Meaningful Work	Flexibility	Career Development
3	Meaningful Work	Compensation	Health Support	Meaningful Work
4	Flexibility	Health Support	Career Development	Reliable People
5	Reliable People	Reliable People	Meaningful Work	Health Support

*Source: McKinsey: The Great Attrition is making hiring harder, July 2022
Panel: 14.000 Employees globally

**WHY ARE EMPLOYEES HAPPY
IN SOME ORGANISATIONS
BUT NOT IN OTHERS?**

**I'VE FAILED OVER
AND OVER AND
OVER AGAIN IN MY
LIFE AND THAT
IS WHY I SUCCEED**



THE FEARLESS ORGANISATION

 **Psychological Safety**

 **Creativity & Risk-Taking**

 **Learning from Failure**

 **Empowered Leadership**

CONCLUSION

**HOW TO ACHIEVE
SUSTAINABILITY IN THE
CHANGING HR ENVIRONMENT?**

THANK YOU!