

Consult Levy

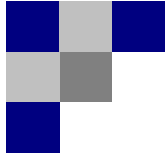
The World of Hiring and Retention is Changing

Are you changing with it?

David Levy

Principal - Consult Levy





Consult Levy

In Charge

John

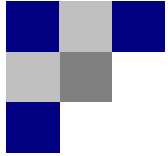
Nurse

Karen

Assistant

Joanne





Consult Levy

In Charge

John

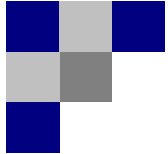
Nurse

Karen

Assistant

Joanne-Veronica





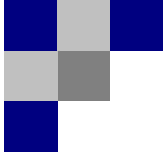
Consult Levy

When you were made
a leader you weren't
given a crown, you
were given the
responsibility to bring
out the best in others.

Jack Welch

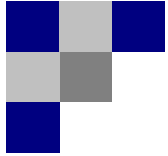
WWW.STOREMYPIC.COM





Consult Levy



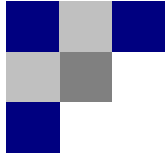


Consult Levy

10 Things that Require Zero Talent

- Being on time
- Good work ethic
- Effort
- Energy
- Body language
- Passion
- Doing extra
- Being prepared
- Being coachable
- Attitude

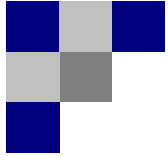




Consult Levy

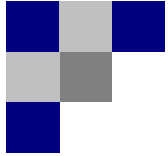
The Bosses We Remember





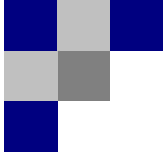
Consult Levy





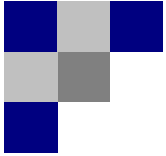
Consult Levy





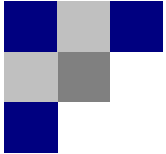
Consult Levy





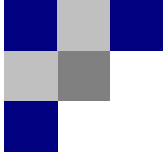
Consult Levy





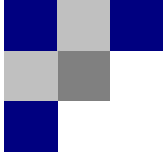
Consult Levy





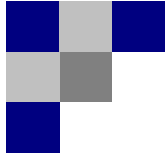
Consult Levy





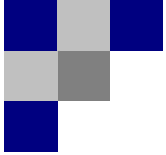
Consult Levy





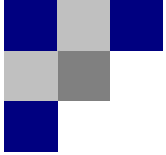
Consult Levy





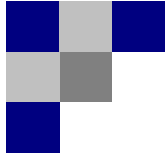
Consult Levy





Consult Levy



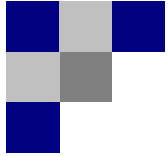


Consult Levy

Aged 16-24	up 10.8%
Aged 25-54	up 7.2%
Aged 55-64	up 2.8%
Older than 65	up 3.9%

Bottom 10%	up 9.8%
Top 10%	up 5.7%

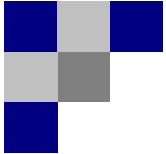




Consult Levy

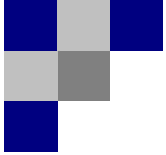
**Emerge stronger
than before**





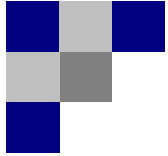
Consult Levy





Consult Levy





Consult Levy



New team members

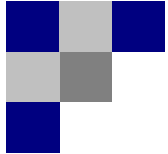


Employee assessment



Career growth





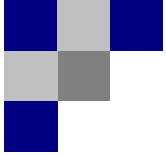
Consult Levy

**I asked a wise man,
“tell me sir, in which field
could I make a great career?”**



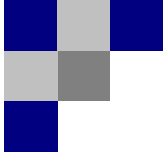
**He said with a smile, “be a good
human being. There is a lot of
opportunity in this area and
very little competition.”**





Consult Levy





Consult Levy

LOGO

HOME

ABOUT US

CLIENTS

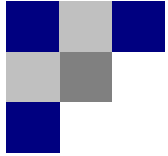
SERVICES

LEGAL ADVICE

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed diam nonummy nibh euismod tincidunt ut laoreet dolore magna aliquam erat

LEARN MORE

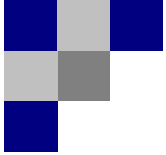




Consult Levy

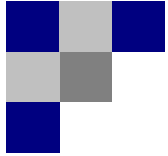
What is best for the company





Consult Levy



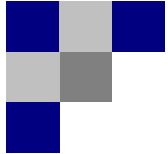


Consult Levy

Your salary won't be very good starting out. Is that okay?

My performance won't be very good until it is. That okay?

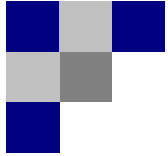




Consult Levy

When I retire, I will have little house on a lakeside..

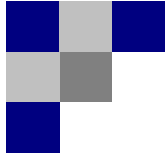




Consult Levy

Act my wage

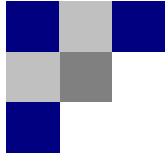




Consult Levy

Quit quietly

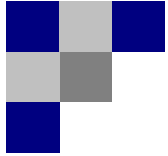




Consult Levy

Let Employees Go



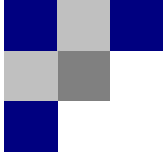


Consult Levy

“Good parents give their children roots and wings. Roots to know where home is, wings to fly away and exercise what's been taught them”

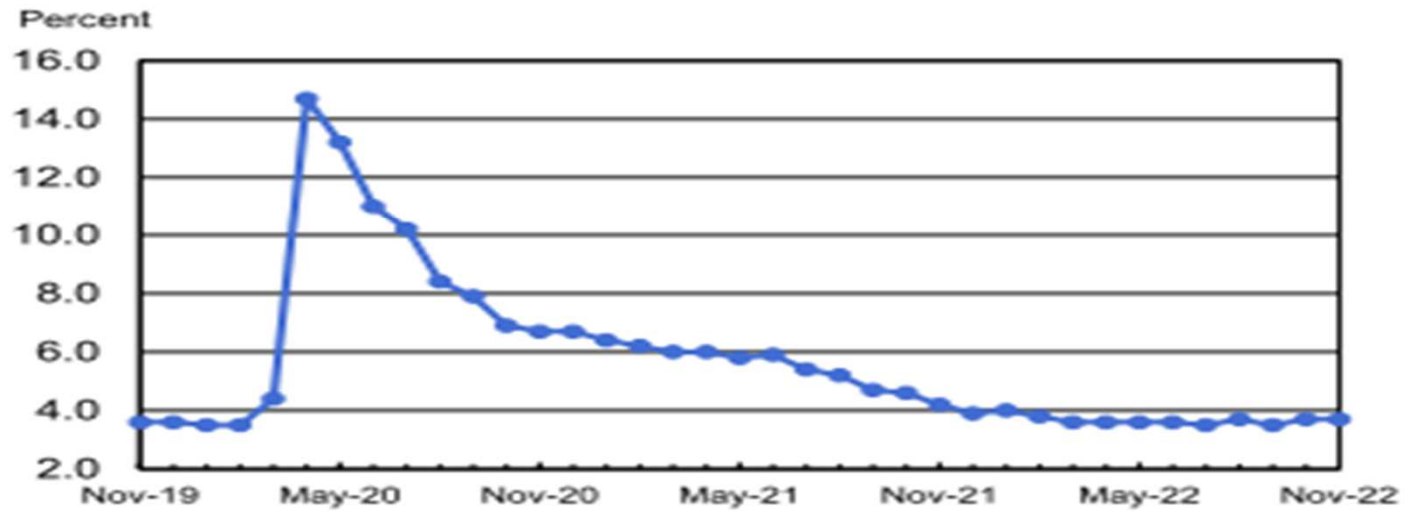
Jonas Salk

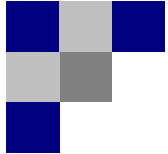




Consult Levy

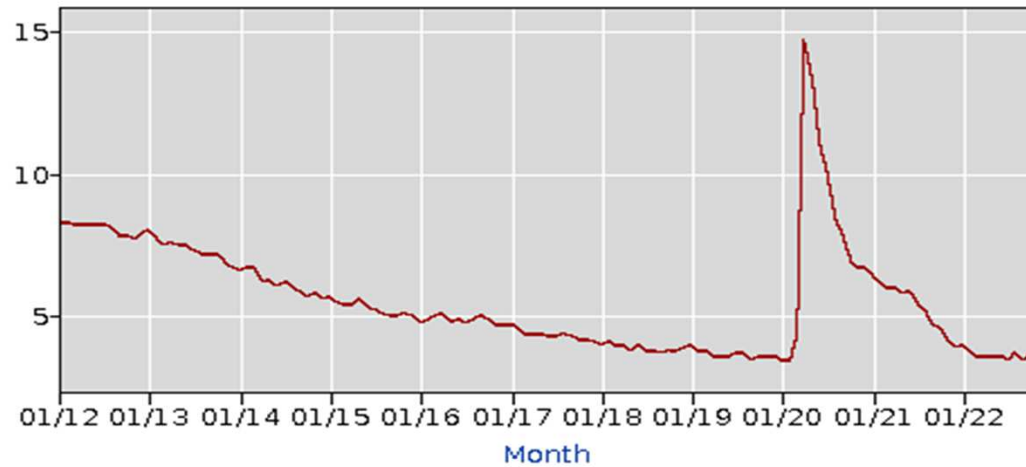
Chart 1. Unemployment rate, seasonally adjusted, November 2019 – November 2022

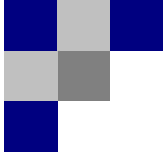




Consult Levy

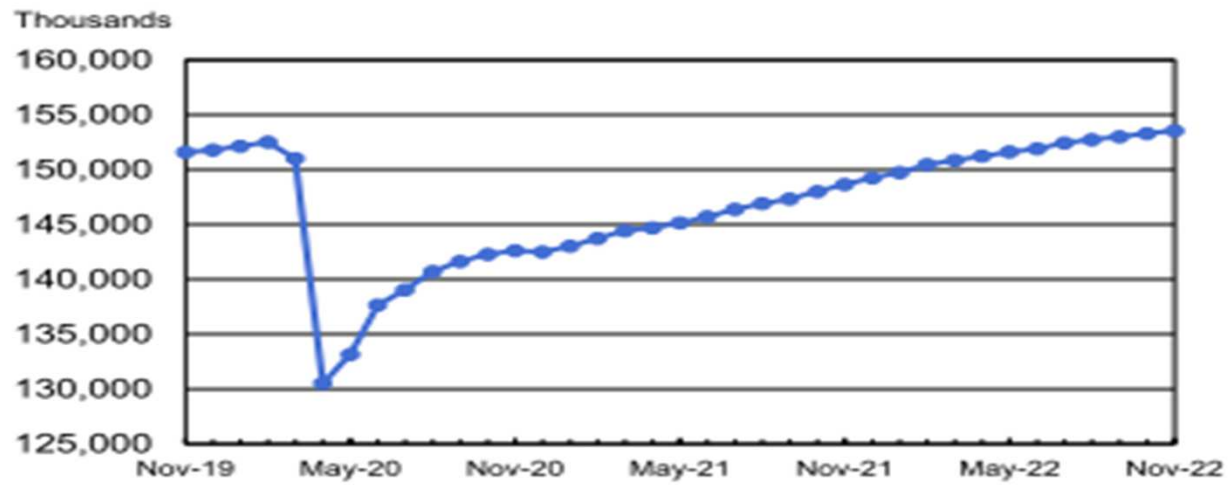
Unemployment rate

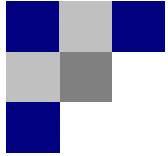




Consult Levy

Chart 2. Nonfarm payroll employment, seasonally adjusted, November 2019 – November 2022

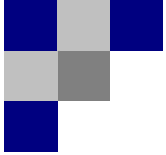




Consult Levy

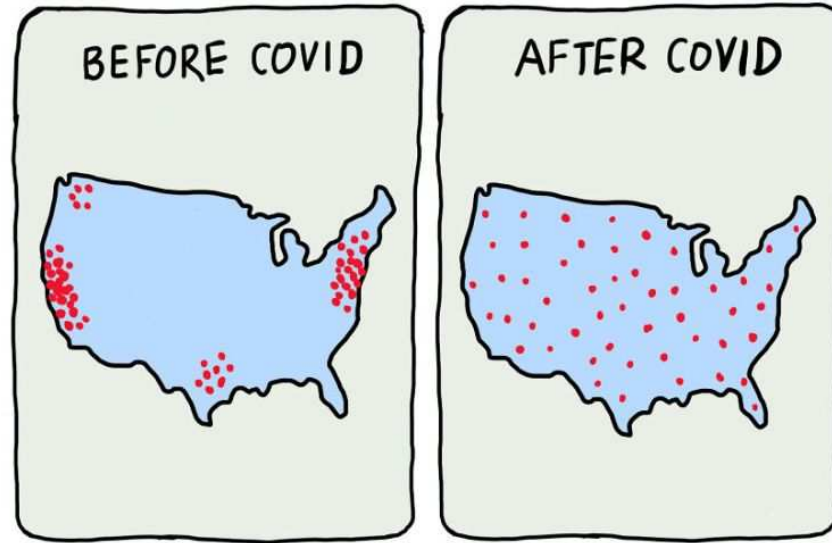
Civilian labor force





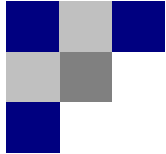
Consult Levy

US tech jobs



Irina Blok

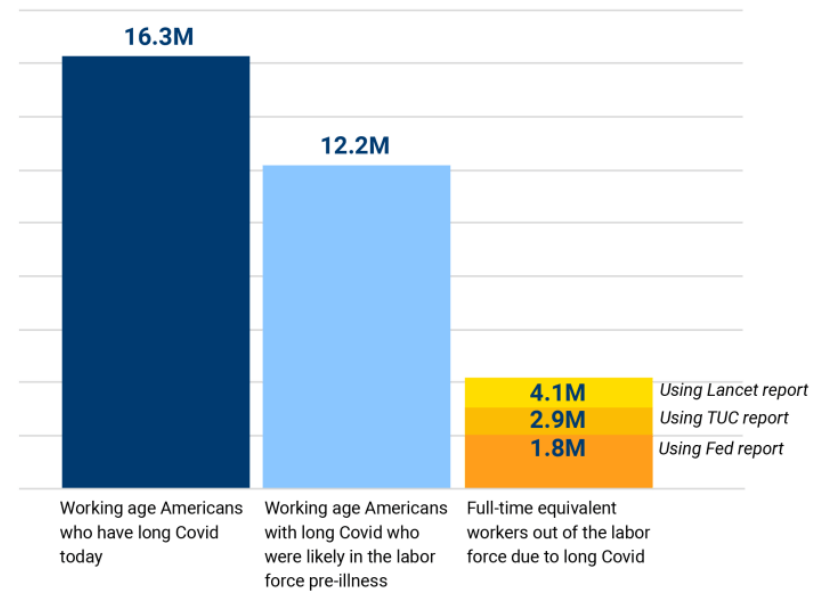




Consult Levy

FIGURE 1

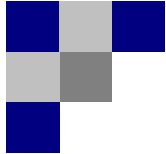
Number of Americans out of the labor force due to long Covid



Source: Author's calculation based on demographic data from US census, long Covid prevalence data from the Household Pulse Survey, labor force participation data from BLS, and the three studies cited above about labor force participation among people with long Covid (Fed, TUC, Lancet).

B | Brookings Metro

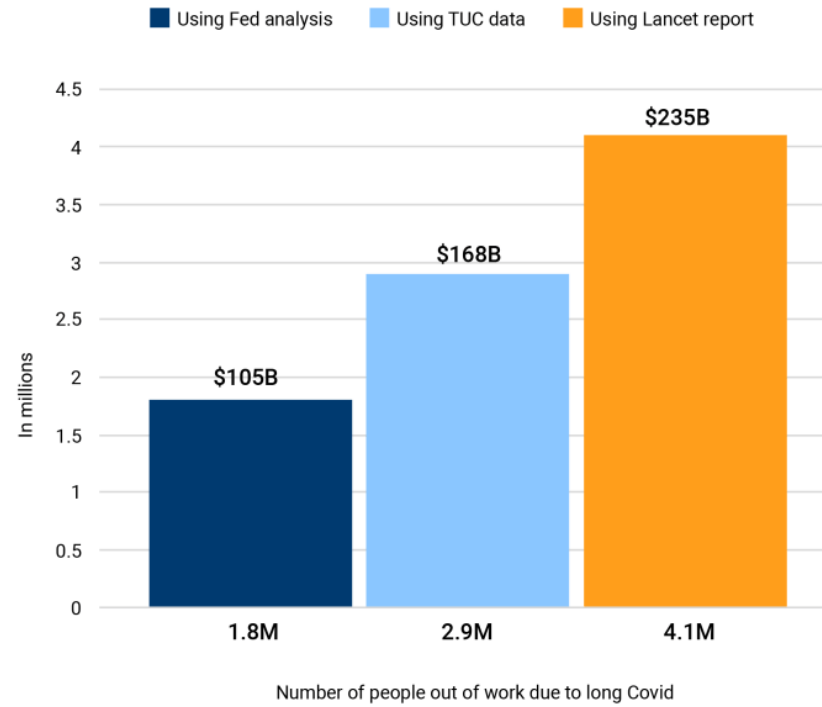




Consult Levy

FIGURE 2

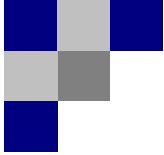
Annual lost wages due to long Covid



Source: Author's calculation based on BLS average wage data

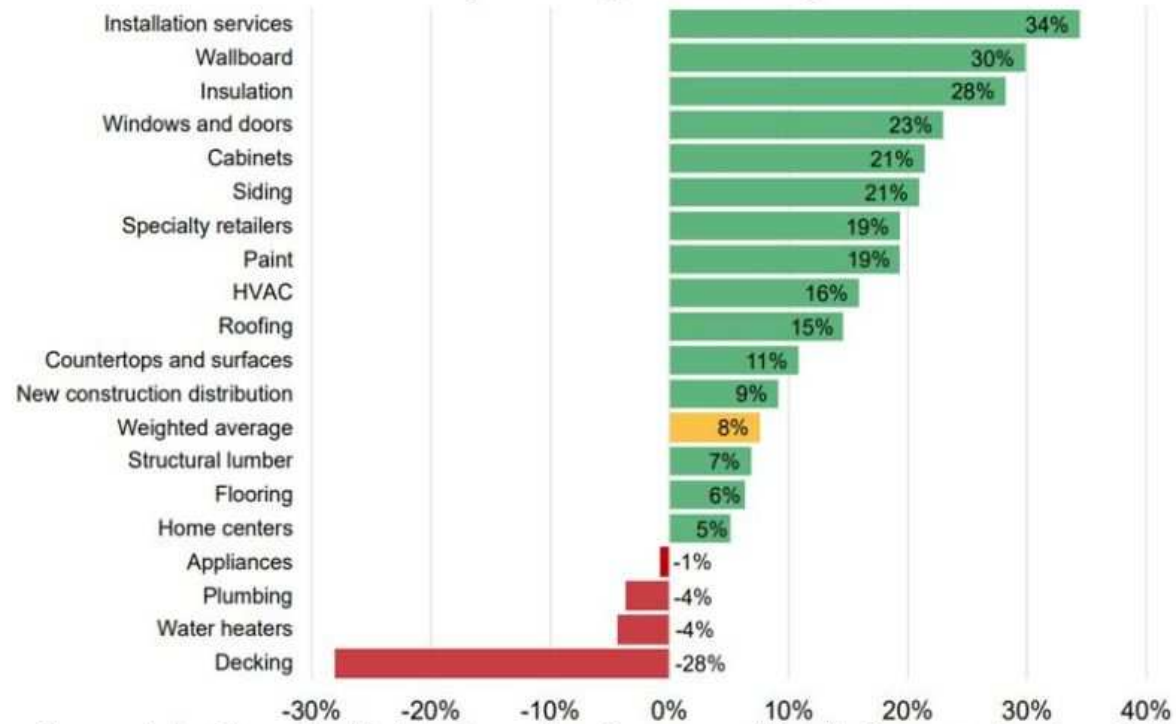
B | Brookings Metro





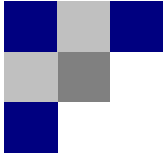
Consult Levy

3Q22 YOY Revenue Growth by Building Product Segment



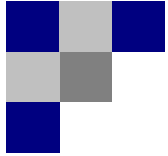
Source: John Burns Real Estate Consulting Summary of Public Company Earnings Calls





Consult Levy

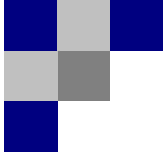




Consult Levy

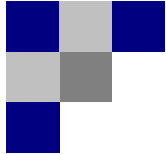
How to fairly evaluate and reduce staff





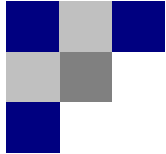
Consult Levy



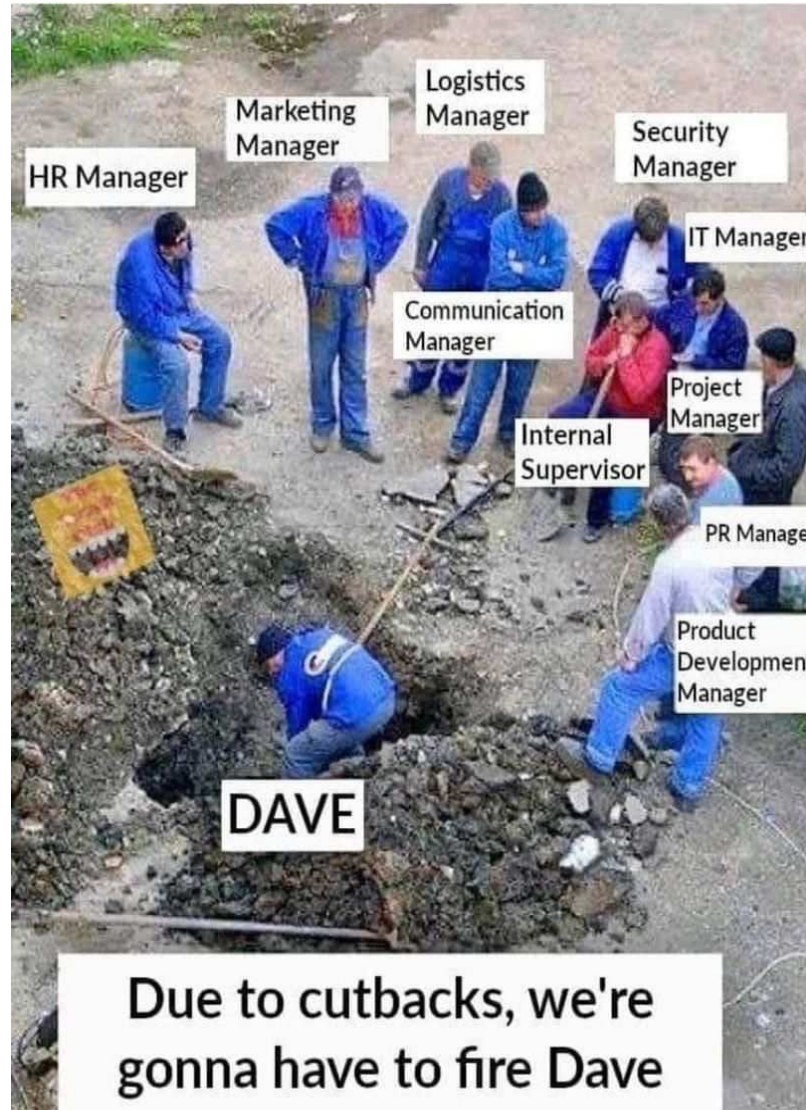


Consult Levy





Consult Levy

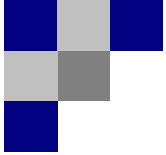




Consult Levy

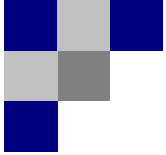
**“Nobody works,
nobody gives a
damn”**



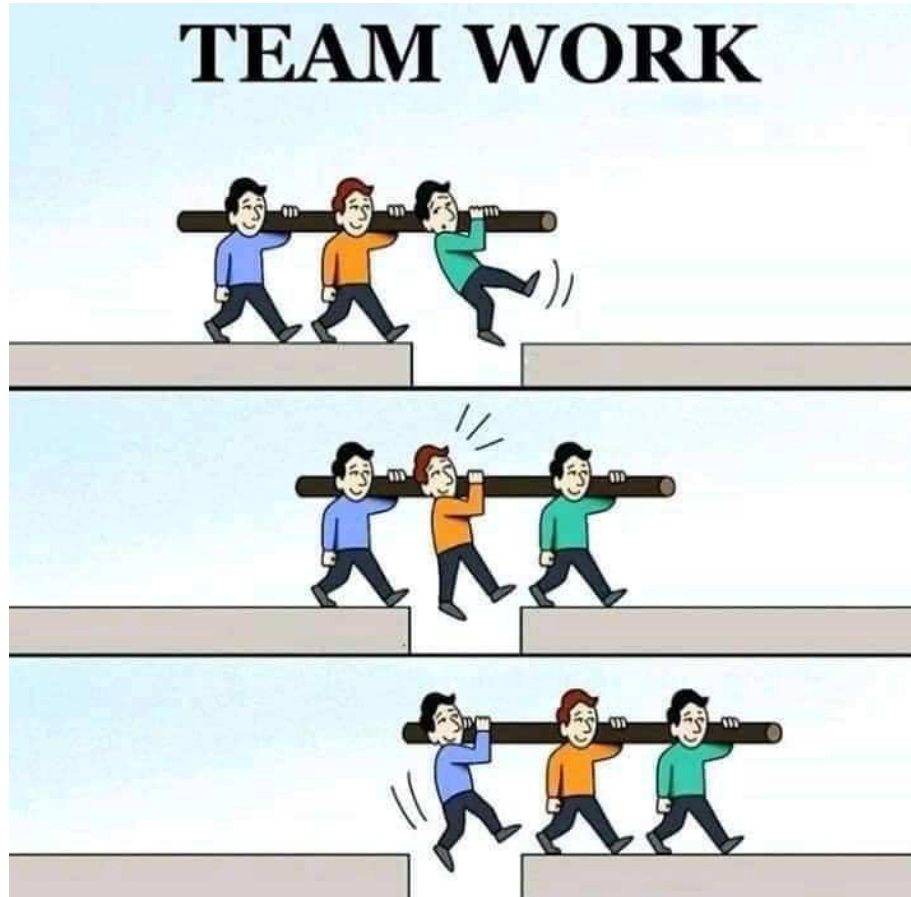


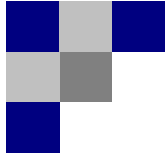
Consult Levy





Consult Levy





Consult Levy

LEADERS WITH INFLUENCE

GIVE WHEN THEY DON'T HAVE TO.

CARE FOR OTHERS.

GROW CONTINUOUSLY.

LIVE AUTHENTICALLY.

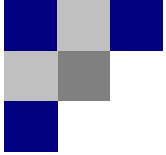
EMPOWER OTHERS.

MANAGE HARDSHIP.

SERVE WITH HUMILITY.

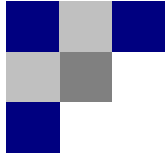
©1991-2014 Lolly Daskal www.lollydaskal.com Lead From Within™





Consult Levy

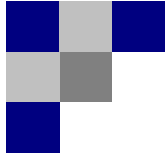




Consult Levy

What will it take for this to change?

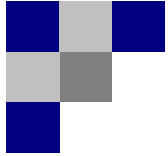




Consult Levy

What are the 5 C's of Healthy Culture?

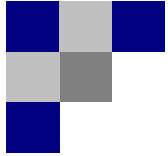




Consult Levy

Care

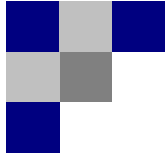




Consult Levy

Clarity

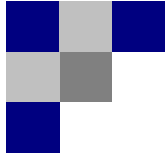




Consult Levy

Collaboration

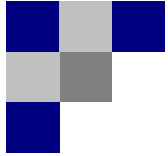




Consult Levy

Consistency

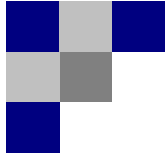




Consult Levy

Commitment



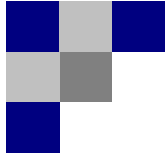


Consult Levy

10 Signs You're a Great Teammate

- **You're willing to play any role that helps the team**
- **You would rather score less and win, than score more and lose**
- **When your team scores, the first people you congratulate are your teammates**
- **You love practice as much as you love games**
- **You respect your opponents but don't fear them**

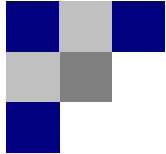




Consult Levy

- **You listen, are coachable, and respect your coaches and officials**
- **You are quick to pick up your teammate who is having a bad day**
- **You help younger teammates who have less experience**
- **You learn and grow from your own mistakes as well as others**
- **You're confident but not arrogant**





Consult Levy

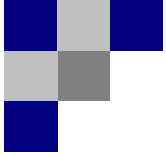
KPI=
~~**Key Performance Indicators**~~

The New Leadership

KPI

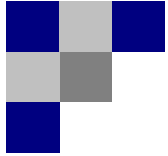
Keep people interested
Keep people informed
Keep people involved
Keep people inspired





Consult Levy

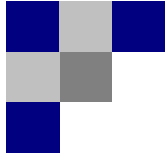




Consult Levy

Q & A





Consult Levy

David Levy
Principal - Consult Levy

dlevy@consultlevy.com

(858) 453-3778

