



The Struggle is Real

Neal Fedderman, CarMax

Mark Fallon, The Berkshire Company

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Overview

- Maintaining a Motivated Workforce
- Being Appreciated by Management
- What is Your Plan B?



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Maintaining a Motivated Workforce

- Great Resignation / Retirement
- Diluted talent pool
- Brain Drain
- Transition – what does that look like?
- Gallup



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Great Resignation / Retirement



“There is nothing permanent but change” - Heraclitus

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Diluted talent pool



“If you think that it’s expensive to hire a professional,
wait until you hire an amateur” – Red Adair

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Brain Drain



“It is easy to solve a problem that everyone sees, but hard to solve
a problem that almost no one sees” – Tony Faddell

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Transition – what does that look like?



“Be curious always, for knowledge will not acquire you; you must acquire it.” - Sudie Back

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Gallup and the Art of Chunking

- Leaders' communication impacts employees
- Share “just enough” to help people understand
 - Chunk each message
 - Make connections between chunks
 - Operationalize change
- Change with more speed, less friction and better results



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Being Appreciated by Management

- Language barrier
- Budgets = investment or expense
- Common goals
- Different experiences during the pandemic



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Language barrier



To bring relevance to people, you have to be able to speak their language effectively – Sunday Adelaja

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Budgets = investment or expense



"To plant a garden is to believe in tomorrow." - Audrey Hepburn

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Common goals



"Cooperation gets teams pulling together. Staying focused on the organization's mission ensures they pull in the right direction." - Eric Harvey

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Different experiences during the pandemic



“It's only an island if you look at it from the water.” – Chief Brody (*Jaws*, 1975)

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What is Your Plan B?

- Disaster Recovery – It's not what you think
- Build connections before it happens
- Maintain your professional network



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Disaster Recovery – It's not what you think



"The best way out is always through." - Robert Frost

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Build connections before it happens

"For most people, networking is learned behavior, like learning to swim. It is gradual – and often painful, even scary – process of trial and error, small incremental steps, and finally a few breakthroughs."

- Harvey Mackay



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Maintain your professional network



Networking is a lot like nutrition and fitness: we know what to do, the hard part is making it a top priority. – Herminia Ibarra

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Questions?

Neal Fedderman
CarMax
neal_fedderman@carmax.com

Mark Fallon
The Berkshire Company
mmf@berkshire-company.com



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