



# Attract & Retain Talent

By: Nicholas Gambini

# About ELITE – Who is Nick?

e·lite

a select group that is superior in terms of ability or qualities to the rest of the group or society.

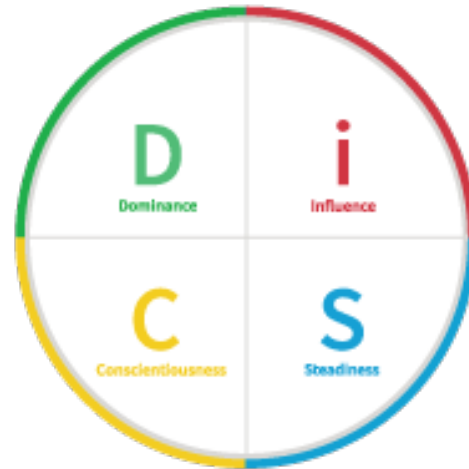


- 18 years of experience in implementation and facilitation of preventive wellness services & on-site medical facilities

- **DiSC Personality**

D – Dominant

- ✓ Direct
- ✓ Firm
- ✓ Strong-willed
- ✓ Results-oriented



Unlocking the potential of a stellar team begins with self-awareness and flourishes with the integration of diverse perspectives.



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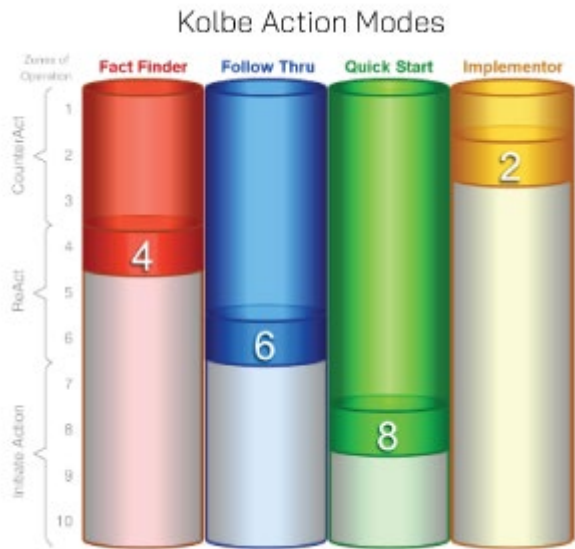
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## Kolbe Concept, CliftonStrengths, and Print Unconscious Motivators

NICK GAMBINI



**PRINT**<sup>®</sup>  
**8 MAJOR**  
**1 MINOR**

**Your Unconscious Motivators<sup>®</sup> are**  
 to be strong and self-reliant (8 Major)  
 for things to be perfect, correct and right (1 Minor)

The strength of your Minor in relation to your Major is  
**MEDIUM.**



# About ELITE

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## Mission

To Improve the Health & Wellness of Each Organization  
One Life at a Time

## Vision

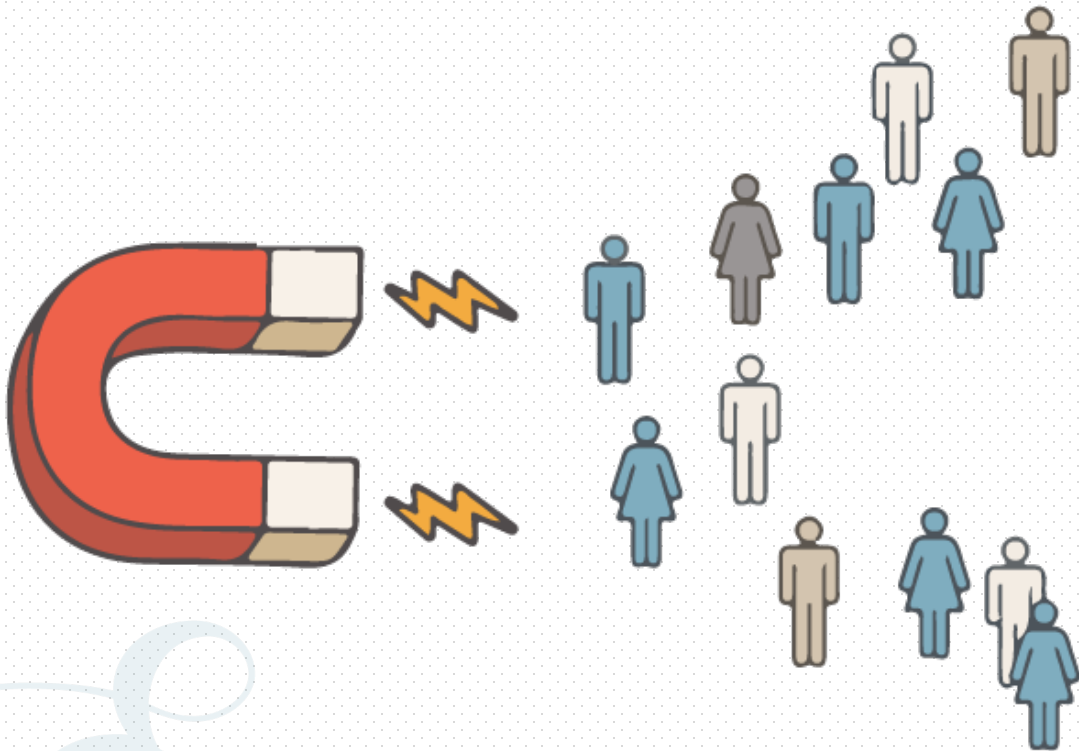
To Keep Employees Healthy, to Keep Companies Thriving,  
& to Reinvent Healthcare for the Long-Term

## Core Values

- Compassion
- Integrity
- Teamwork
- Ingenuity
- Knowledge



# ATTRACT & RETAIN TOP TALENT



## 3 Areas of Focus

- Culture
- Recognition & Reward
- Growth Opportunities

# WHO LEADS THE CULTURE?

**So goes the leader, so goes the culture.**

**So goes the culture, so goes the company.**



# COMPANY CULTURE

Company culture is the **personality of your company**. It's the vibe you get when you walk into the office, the way people interact with each other, and the values that drive your business. A strong company culture can make your employees happier and more productive, and it can help you **attract and retain top talent**.



# COMPANY CULTURE

## Here's a fun analogy:

Imagine your company is a party.

The company culture is the music, the food, and the atmosphere.

It's what makes your party unique and what makes people want to come back.





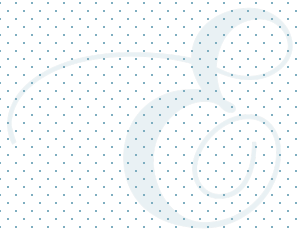
# COMPANY CULTURE STARTS HERE

## Hire for a Cultural Fit:

While skills are essential, it can be even more crucial to hire individuals who align with the company's culture.

## Quality Job Listing:

Create job listings that describe your company and the culture. Candidates should be excited about working for your company before they get to the interview.



# RECOGNITION & REWARD

Celebrate achievements, offer competitive benefits, give frequent feedback

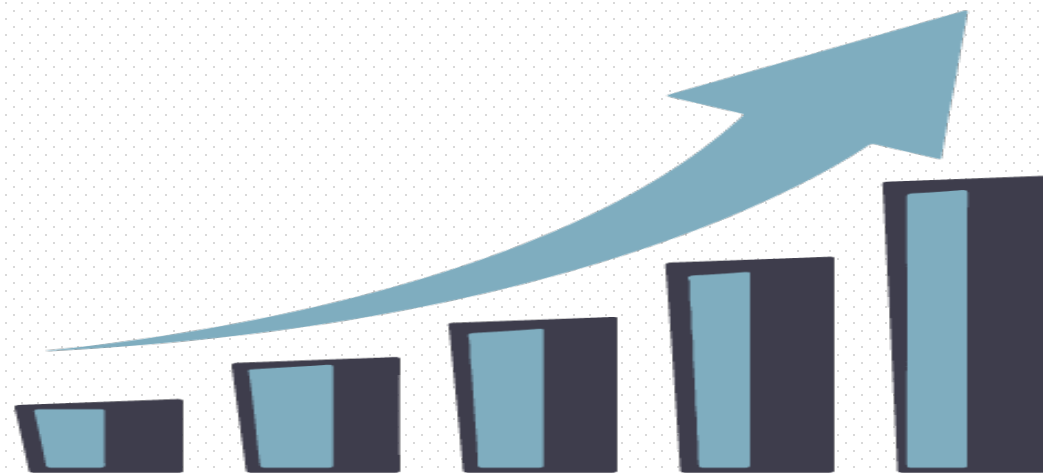
- 1. Personalized Praise**
- 2. Competitive Benefits**
- 3. Frequent Feedback**



# GROWTH OPPORTUNITIES





## Prioritize personal and professional development

- Consistent Training and Learning Opportunities
- Professional Coaching / Leadership Development
- Regular Performance Reviews & Individual Development Plans



# What are some of the current challenges?

- Quality Options
- Labor and Benefits Cost
  - SB525 – Healthcare Industry
- Employer – Employee Expectations

5 Generations in the Workplace	On-site v. remote	Hours & Pay	Work/Life Balance
			

- Ai and Technology Changes



# How do you identify talented employees?

- They must be able to do the job and want the job
- Hire the person not always the paper
- Multi-step review and interview process – Smooth and Fast
- Core Value Assessment during interview process
  - Ask very specific questions to ensure they fit your mission/vision/CVs
- Will they fit your culture?





# SHRM RESOURCES

Understanding and Developing  
Organizational Culture



Organizational  
Culture



Turnover  
and Retention



Employee  
Experience



Culture Can Improve Retention in  
High-Volume, Lower-Paying Industries



**Thank You**



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