

Surviving the Great Resignation

JOHN QUALLS, PURPOSEHQ



**PHILANTHROPY
LEADS**



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INVESTMENT MANAGEMENT

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FORVIS

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SURVIVING THE



GREAT RESIGNATION



PURPOSE HQ





Let's Celebrate You

The Current Situation

What's Going On in the Workforce

4.53m

quit their jobs
in November
2021

1 in 5

Workers quit
in the last 6
months

11m

Jobs remain
unfilled in the
US



Indian
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Why are People Leaving?

41%

Lack of career
development
and
advancement

34%

Uncaring and
Uninspiring
Leaders

29%

Unsustainable
Work
Expectations

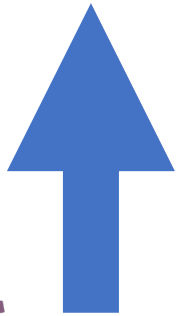
26%

Unreliable and
Unsupportive
Colleagues



What's the Cost?

~\$ 11,000
cost of every
resignation



Loss of
Productivity
and Knowledge

Your People
Is what fuels
your mission.



What's the Cost?



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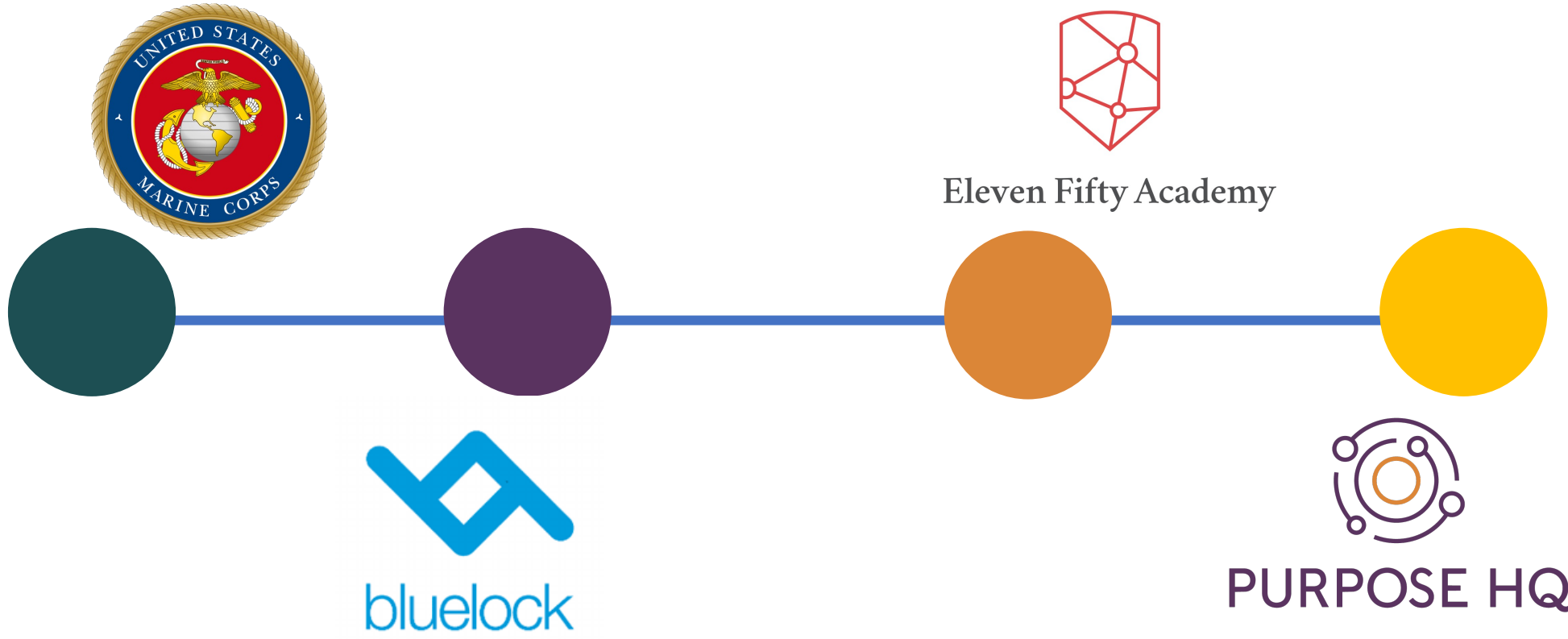
PURPOSE

the new Superpower

“companies that have purpose built into their bottom line are the most likely to remain standing”

Fast Company





Minding the Purpose Gap

Why are People Leaving?

Skills

41%

Lack of career
development
and
advancement

Style

34%

Uncaring and
Uninspiring
Leaders

Role and Abilities

29%

Unsustainable
Work
Expectations

Culture

26%

Unreliable and
Unsupportive
Colleagues



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Decision Cap Matrix™

	A	B	C	D	E	
1						
2						Total
						↓
3						



Decision Cap Matrix™

	A	B	C	D	E	
1	What					
2	Ability					Total
						↓
3						



Dynamic Capabilities™

	A	B	C	D	E	
1	What	How				
2	Ability	Style				Total
						↓
3						



Dynamic Capabilities™

	A	B	C	D	E	
1	What	How	Why			
2	Ability	Style	Reward			Total
						↓
3						



Donor Gap Matrix™

	A	B	C	D	E	
1	What	How	Why	With		
2	Ability	Style	Reward	Skills		Total
3						↓



Dynamic Capabilities™

	A	B	C	D	E	
1	What	How	Why	With	Where	
2	Ability	Style	Reward	Skills	Journey	Total
3						↓



Dynamic Capabilities™

	A	B	C	D	E	
1	What	How	Why	With	Where	
2	Ability	Style	Reward	Skills	Journey	Total
3						





Go

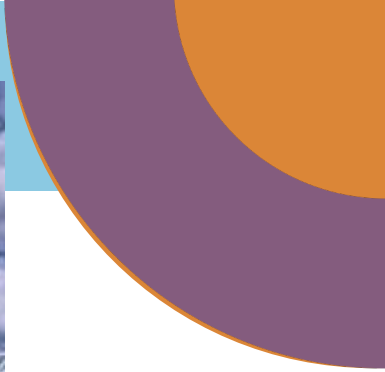
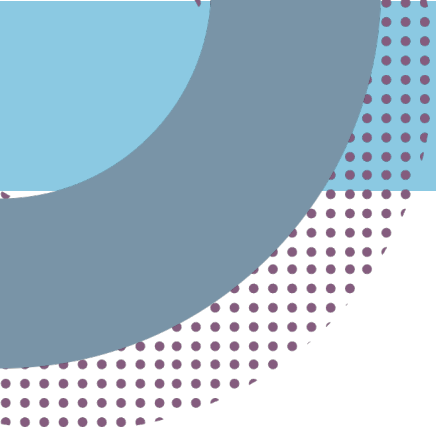
Transform

Stay

Breakout

- Ten Minute Breakout
- 60 Seconds to find a Group of 3
- Share your highest number and Why.

Culture you Allow vs Culture you Craft





Keep the Card, Mind the Gap.



Thank You.

Feeling inspired?

PLEASE RATE THIS SESSION BEFORE LEAVING



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