

## **RxCel Blog – February 2024- ATTRACT AND RETAIN**

I used to think Search was about attraction, now I am spending time with firms talking about how to keep and grow those we attract....Infact, Mckinsey surveys in Q3 2023 showed that 40% of Director level employees in the US and 33% in Europe, were planning to leave their job in 2024.

So – as a CEO, Investor or Head of HR---what are you planning to do differently?

**RxCel Partners believes the key is to propel personal growth, prioritize personal development, and measure performance on operational delivery AND employees' ability to help build a strong and cohesive internal culture.**

Interestingly, the survey also revealed that the top 2 reasons---employees wanted to move on: not feeling valued by their managers and not feeling a sense of belonging at work.

The lesson--even if a company is offering more flexible working time or is reviewing their pay and bonus plans, it's inaction in other important relational areas that maybe causing the retention issues. Great value (read employer "stickiness") however is created if your company invests in leadership training, provides mentorship or internal sponsor programs and actually analyzes and actions the priority learnings from Employee Surveys. Furthermore, ask yourself – if your HR team and CEO are not only identifying high performers but those with high potential--particularly those-that maybe in the wrong jobs, have a toxic manager or that try to keep "best talent" in their department vs grow the critical "up and comers".

Smart leaders ask themselves ---are our employees motivated by the Company's Purpose? Does our culture provide our staff with everything they need to hit their career goals? They to are also reminded of the African proverb that says, if you want to go fast -go alone; but if you want to go far, go together. Strong teams certainly build chemistry and collaborative environments. And collaborative environments build alignment and engagement.

Lastly, strong leaders lead by inspiring others. They do so by eliminating silo's and continually putting greater emphasis on teams than on individuals. They learned long ago that by creating highly functional teams and empowering them they establish the right and "safe conditions" that allow team members to contribute their full potential!

**If you and your healthcare investments need the following, please reach out to me:**

**-Talent support (Hiring, Assessment & Development)**

**-I am looking for a BOD spot- particularly in HC Services where my strengths lie in Strategy, Globalization, M&A and HR/Organizational design and Succession planning can be leveraged.**

**-Operating Advisor role, help your portfolio CEO's focus and create value for your ROI.**

**Hope to see you at the MWE Conf in Miami in March; if you want to set up a meeting in advance- write me..**

Best, Jim

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Whether you are starting the M&A Journey or gearing up for scale, RxCel's blend of expertise, connections and seasoned CEO and CHRO global expertise allows us to focus on transactional complexities around Talent, Culture, Leadership and Team Development.