

What's in Your Total Rewards Wallet?

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The talent war isn't going to get better, any time soon. The proof is in the statistics: "For the next 15-25 years, in most industrialized countries the large Baby Boom generation will be reaching traditional retirement age and leaving the workforce. (SHRM) Every month, more than a quarter-million Americans turn 65. (BridgeWorks). Birth rates are declining in comparison with death rates. (U. S. Census Bureau). The rate of college enrollments in Science, Mathematics, Engineering and Technology is declining and will have significant negative impact on our ability to access technical talent. (BridgeWorks). Through immigration, developing countries will contribute younger and under-educated talent; but it won't be fast enough to provide the vast talent pool needed to fuel future workforce needs. Finding, acquiring, developing, engaging, rewarding and retaining qualified talent IS job number one – now.

During the next 6 months, Portico Consulting's short and stimulating series of articles – ©What's in your Total Rewards Wallet? will provide you with insight to sort out the seemingly complex maize of what does it take to attract, reward, engage and retain top performing talent? You will see that, when it comes to acquiring and keeping the best talent, there IS a *secret sauce*. When the right ingredients are present, you WILL gain competitive advantage and differentiate your organization from your competition. Check out the titles of our upcoming Total Rewards Articles. Connect with us so that you don't miss out on these fast, fun and scintillating short reads.

- **The Quantifiable Truth About These Tough Talent Times**
- **Start Strong with a Total Reward Strategy**
- **Build the Basics Before You Build the Frills**
- **Design Work to Fit the Business Need; Customize Rewards to Support the Work**
- **Build Job Progressions to Attract, Engage, Reward & Retain Top Talent**
- **Tailor Job Titling to Fit the Job, Motivate Talent & Mitigate Risk**
- **Engage the Contingent Workforce – Ready, Willing & Cost Effective**
- **Muster & Motivate the Millennials to Optimize their Contributions**
- **Embrace Workable Workplace Flexibility**
- **Dare to be Different – Differentiate Yourself from the Competition**
- **Adding it all Up: Get Ahead of the Talent War**

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PORTICO T: 612.414.7629 ▪ **PORTICO Website:** www.porticopossibilities.com ▪ **PORTICO Twitter:** @porticosolution

PORTICO LinkedIn: <https://www.linkedin.com/company-beta/22308642> ▪ **PORTICO Info:** info@porticopossibilities.com