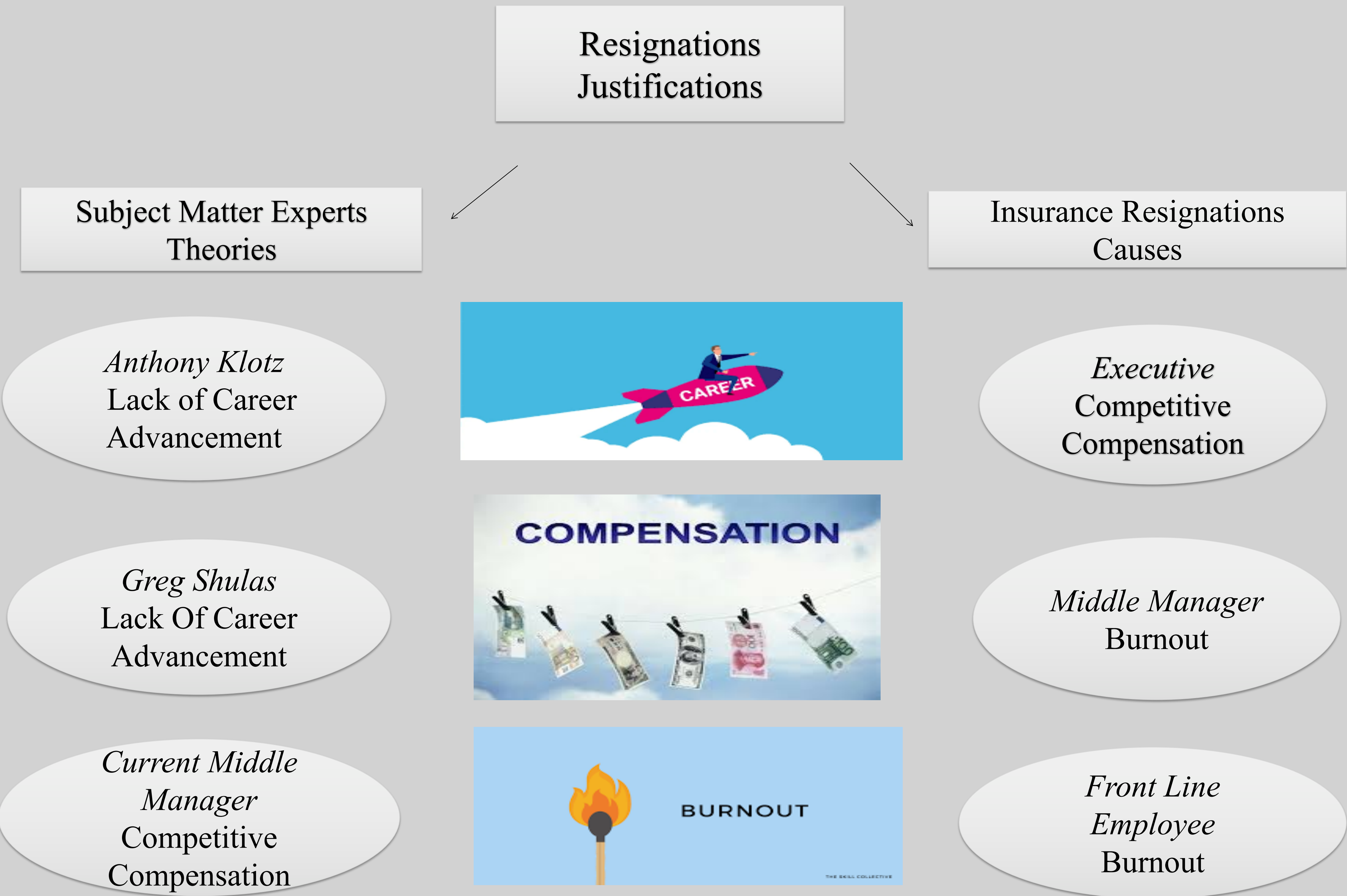


The Great Resignation: Strategies for Retaining Top Talent



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Recommendations:

- Implement Remote/Hybrid Schedules
- Promote Employee Engagement and Flexibility
- Emphasize Employee Self-Development and Career Paths
- Increase Employee Benefits Offerings/Competitive Compensation
- Cultivate Company Culture
- Leadership Empathy and Listening



Introduction:

Over 47 million Americans have made the decision to resign from their employment positions since 2021. This is a significant loss to our nations’ workforce. People who left their jobs for a variety of reasons, including those triggered by the Covid-19 pandemic. This phenomenon has often been referred to as “The Great Resignation” and we are now making attempts to understand the reasons why so many have left their jobs.

Research Question:

By studying different management philosophies, insurance industry leaders can learn transferable techniques they can use in various situations. The use of these methods can help insurance business leaders retain their best employees, which in turn boosts business, employee success and productivity. Therefore, this study's overarching research question is, “what strategies can insurance leadership use to retain their talented employees and avoid further mass resignations from occurring?”

Methods:



- Scholarly/peer reviewed research on The Great Resignation.
- Interview of Professor Anthony Klotz, coined the phrase “The Great Resignation”.
- Interview of Greg Shulus, Journalist with P&C Specialist. Greg is a Subject Matter Expert on employment trends in the insurance industry.
- Interview with a Middle Manager in the insurance industry with 36 years of leadership experience.
- Interviews with frontline employees, middle managers, and executives who resigned insurance positions in the last twelve months.
- Experiences drawn upon as leader within my own organization, and 20 years in the insurance industry.

Literature Cited:

- A. Sherman Making sense of why executives are eager to get employees back in the office October 30, 2022
- Resume Builder: 1 in 4 workers plan on quitting in 2022, as great resignation continues, 2022
- Woodruff, P. (2019). The garden of leaders: Revolutionizing Higher Education
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