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**EXCHANGE**

KANSAS CITY • 2023

How to Turn the Great Resignation  
into an Opportunity for Growth



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# Transforming the Great Resignation

Discovering Opportunities for Growth



# Matthew Lostaglia

Resilient Talent Solutions

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Founder/President



# Transforming the Great Resignation

Discovering Opportunities for Growth



# **The Problem**

# **The Solution**

# **The Journey**



# Matthew Lostaglia

Founder & CEO| Resilient Talent Solutions





# The Problem

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What is the Great Resignation?

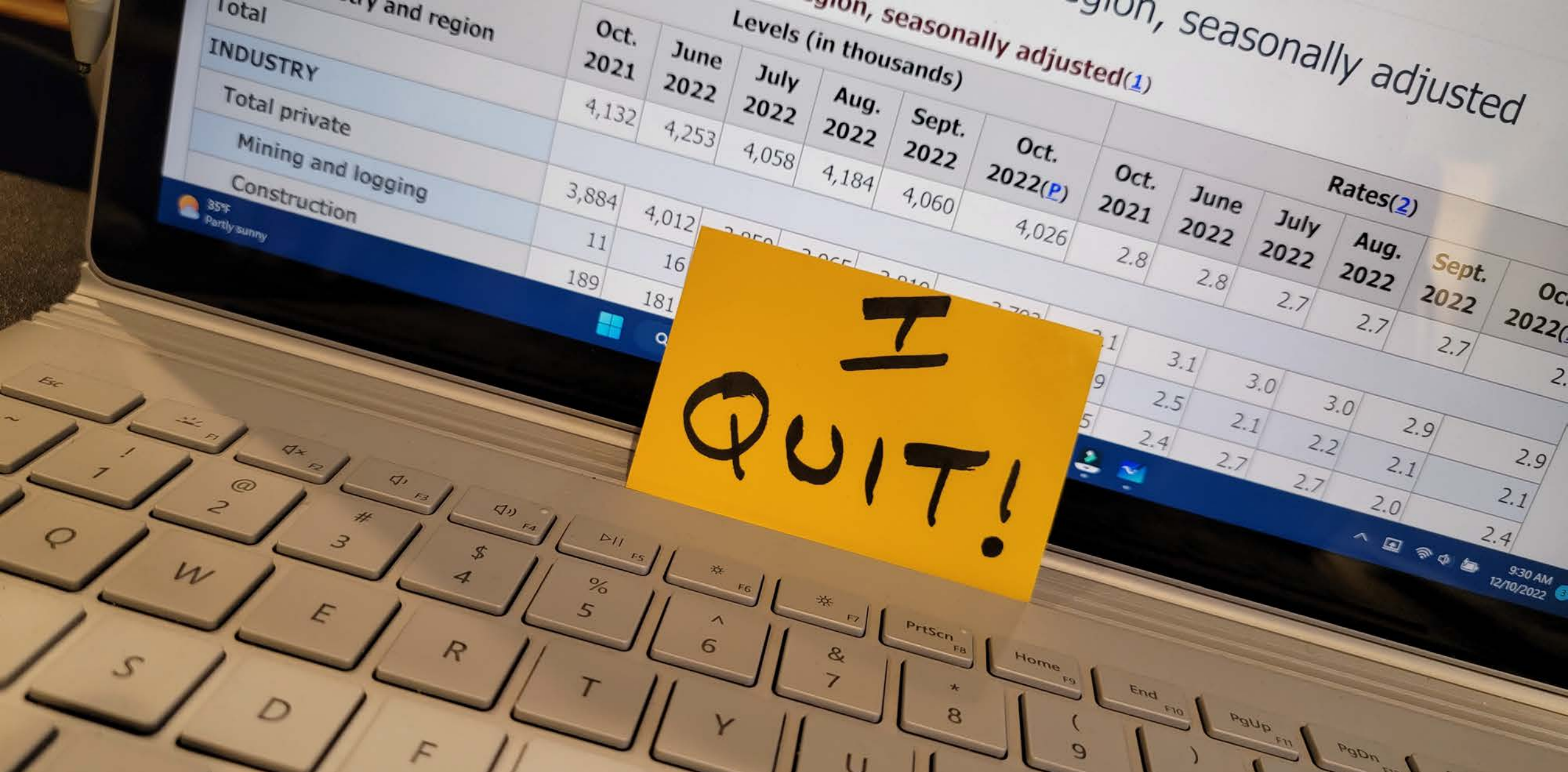
What caused the *Great Resignation*?

- The Pandemic?
- Entitled Generation?

# Travel Back in Time









# 6 Principles

## Connected Leadership

Inter-Professional Communication

Character Strengths

Trust & Belonging

Workplace IQ

Accountability

Recognition



# Effective Inter-Professional Communication

## 4 Cornerstones of Communication

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# **4 Cornerstones of Communication**

**Purpose**

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**Transparency**

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**Vulnerability**

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**Consistency**



# Effective Inter-Professional Communication

## 4 Cornerstones of Communication

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## Barriers to Communication

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**External**

**Internal**

**Semantic**



**Creativity**



**Curiosity**



**Judgment**



**Perspective**



**Bravery**



**Perseverance**



**Zest**



**Honesty**



**Social Intelligence**



**Kindness**



**Love**



**Leadership**



**Fairness**



**Teamwork**



**Forgiveness**



**Love of Learning**



**Gratitude**



**Spirituality**



**Self-Regulation**



**Humility**



**Appreciation  
of Beauty**



**Prudence**



**Hope**



**Humor**





# Trust & Belonging

## Strategies

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### Short Term

- Building Rapid Rapport

### Long Term

- Establishing Enduring Trust



# Workplace IQ



**Autonomy**

**Task Ownership**

**Time**

**Buy-in**





# GRATITUDE as an ACTION





# Accountability

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**In-Progress Reviews**



**After Action Reviews**



**Experiential Learning Cycle**





# Effective Recognition

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**Timely**



**Specific**



**Public**

# Matthew Lostaglia

Resilient Talent Solutions

Founder & CEO



# Win a GEAPS Prize Bundle!

How to Turn the Great Resignation  
into Opportunity - Post Survey



## SCAN FOR SURVEY

Please take a short survey for this session to help us plan for next year.

For every survey you submit you will be entered into a drawing.

### GEAPS Prize Bundle

- \$200 Visa Gift card and free registration to Leadership Conference
- Raffle will be drawn at Closing Celebration, Tue 2/28