



CULTIVATING SUCCESS --

Retaining Top Talent and Transforming Workplace Culture

Rebecca R. Bayne – President, BCSI | Bayne Consulting & Search, Inc.

Gannon Switzer – Vice President of Client Engagement, Vector Firm

Josh Poplawski – National Talent Acquisition Manager, Paladin Technologies

William Hickox, CSPM – Vice President, Operations - Security Integration, The Cook & Boardman Group



Welcome to our session!

This will be a conversation, not a lecture.

Introducing our Group:

Rebecca R. Bayne – President, BCSI | Bayne Consulting & Search, Inc.

Gannon Switzer – Vice President of Client Engagement, Vector Firm

Josh Poplawski – National Talent Acquisition Manager, Paladin Technologies

William Hickox, CSPM – Vice President, Operations - Security Integration,

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Our conversation topics:

Mid-career programs --

To keep the good ones growing and increase long-term retention.

Turning around a negative culture --

Real-world stories of what worked and what you can use in your organization
or on your team.



Mid-career programs --

To keep the good ones growing and increase long-term retention.

Josh – Share examples from Paladin Technologies

Bill – Share examples from Cook & Boardman

Gannon & Rebecca – Share examples from best clients in the industry!



Audience participation PLEASE!

Which of these programs would you find most valuable?
Has your company/team offered programs that differ from these?
WHAT would you like to see to foster YOUR growth?
Would this increase your loyalty to your company?



Turning around a negative culture --

Real-world stories of what worked and what you can use in your organization
or on your team.

Bill – Share examples from Cook & Boardman

Josh – Share examples from Paladin Technologies

Gannon & Rebecca – Share examples from best clients in the industry!



Audience participation PLEASE!

Has your company/team suffered or lost talent due to a negative culture?

Which of these examples would you find most valuable?

WHAT would you like to see to improve the culture where you work?

Would this increase your loyalty to your company?



Q & A and Ideas to Take with You

**How can you propose these ideas
to your company or team?**



Thank you!

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