

Employee Retention Forum

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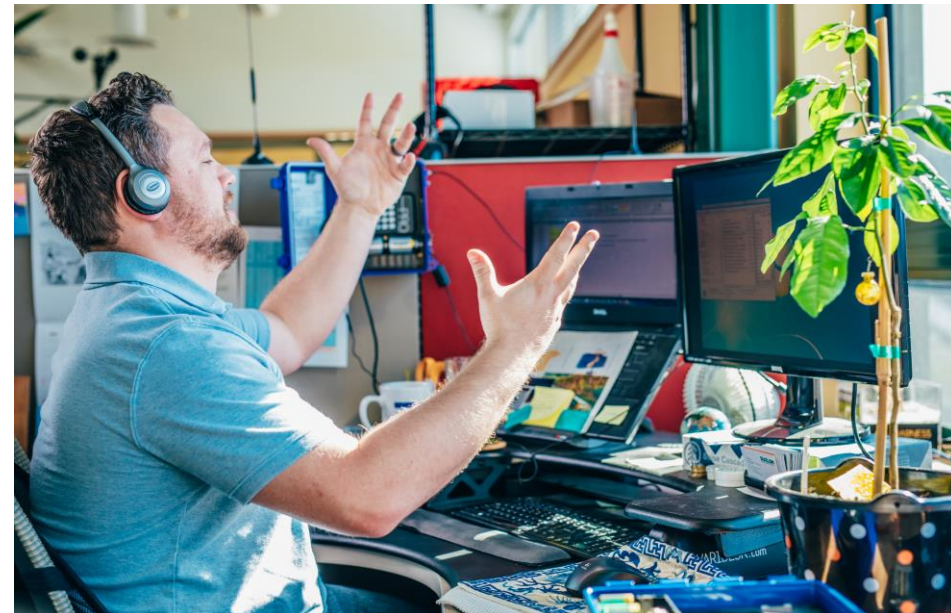
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Engagement = Retention



Once you have hired an awesome new employee, how do you engage them over time?

- Understand what employees need and want
- Feed their talent and passion – growth & career development, skills and training
- Recognize their value – everyone loves to be told what they are good at
- Clearly convey what success looks like to show them the future – this is the challenge of transparent leadership
- Ask for patience and resilience



This is NRG Systems



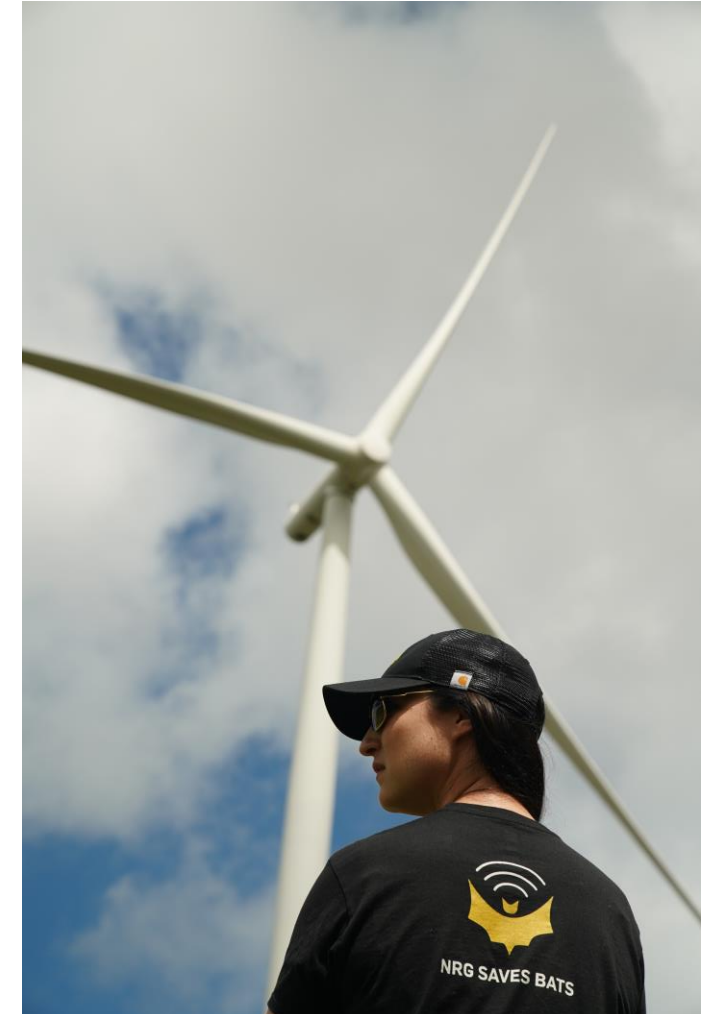
- **39-yr old manufacturer**
- **Hinesburg, Vermont**
- **Wind * Solar * Wildlife**
- **105 employees**
- **Global presence**



Some practical suggestions



- Stay current
 - New Remote Work Model
- Meet diverse employees where they are in life
 - Invest in JEDI work
 - Student Loan Paydown Program
 - Pay Equity and Competitive Market Analysis
- Communicate honestly and frequently
 - Monthly staff meetings, daily intranet, brown bag lunches
- Create opportunities for coworkers to collaborate
 - Project review boards
- Hone employees' skillsets
 - ACGD Program – employee-driven
- Survey





Thank you!

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