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ILLUMINATIONS

Creating Your High-Performance Team in the New Year!

Finding and retaining a high-performing team is no easy task in 2023. While the Wall Street Journal reported in its December 27, 2022 edition that workers are finally returning to restaurants and bars and staffing for these employers is getting back to 'normal' ("This past month alone, restaurants and bars added 62,000 jobs"), other data suggests that employers will continue to struggle to attract and retain the best employees. Minnesota State Demographer Susan Brower appeared on December 1, 2022 at the Women in Business: Annual Legislator Lunch sponsored by the Minnesota Chamber of Commerce. **Brower shared that "Currently, we have about 215,000 job vacancies in the State of Minnesota, and we have about 62,000 people actively looking for work."** She added that there are 90,000 fewer workers in the state than prior to the pandemic. Good luck finding the great candidates.

So what are employers to do to develop and retain a high-performance team? Our first recommendation is to engage an experienced Human Resources professional to take care of your most important asset...your employees! **Professional HR cultivates and encourages your team members and reminds them of the ways your company shows that it values its employees.** HR makes sure employees have the right benefits elections and discusses ways to resolve issues for your team, leaving them to focus on your customers rather than internal issues. If your company doesn't need full-time HR, contact Gwen Gierke at gwen@gierkejungbauer.com and she'll share how fractional HR gives you the experience you need with the hours you can afford.

Finding new team members is a daunting task in this job market. You don't want to simply look at one candidate and hire them because they check the boxes. **You want to see who's available for your role and compare and contrast the best candidates.** Using a retained search firm allows you to see the best candidates who not only have the technical skills for your position but also fit well with your company's culture. We've grown our recruiting team at Gierke Jungbauer Human Capital and we believe we can help you find the best candidates to fill your roles. Reach out to Gwen or Ron Daulton (ron@gierkejungbauer.com) today for more information.

And don't let your talented leaders and future leaders leave because you aren't supporting them. **Give them the coaching they need to continue to develop and follow a coaching plan that allows them and you to see a path forward that benefits the employee and your business.** Our experienced coaches work with your schedule to get the most from your leaders and future leaders by having a great path for them to follow. Gwen would be pleased to share our evidenced based approach to leadership development!

The beginning of a new calendar year is a great time to assess where your business has been in the past year and where you hope to go and grow in the future. **Employees are the backbone of every business so keep your team engaged** and make sure you're hiring the right candidate for your open positions. And let us know if we can help you in any way.

HAPPY NEW YEAR!

Contact us today!

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