



Maintaining your Company Culture

We've all read about how critical culture is to the workplace. Not only have we read about it but we've also experienced it firsthand, whether you have the high-performing team where everyone is on the same page or you've had the one employee who may be talented but just doesn't fit in with your organization.

Culture helps our employees determine where they want to work as much as or possibly even more than helping employers determine who they want on the team. And so we read about culture, talk about culture, provide feedback about culture and promote our company culture. But like everything else we need to live the culture we espouse.



Gierke Jungbauer Human Capital is your outsourced HR Team. We help with retained searches, executive coaching and fractional and interim HR to complement your team or manage all aspects of your human resources.

Reach out to Gwen at gwen@gierkejungbauer.com or 651-428-6999 for a no-cost discussion of how we can help!

Check out our updated website at www.gierkejungbauer.com

ILLUMINATIONS

SET THE TONE AT THE TOP

Culture starts with the 'tone at the top'. How leadership treats employees, customers and vendors tips off the team as to the company's operating procedures. But employees create the culture that supports management and lends to if candidates want to join the company and staff wants to stay at the company. Your employees are the backbone of the culture you develop and its critical that you promote an honest, positive culture for your team. External reporting like Glassdoor provide anonymous feedback on your company's culture. Your people control if those anonymous reviews will be positive or negative.

EXECUTIVE COACHING

Using an Executive Coach can help your key employees get to the next level or overcome an obstacle to their success. Executive Coaching can work with individuals or with small groups. Gierke Jungbauer Human Capital's (GJHC) experienced Executive Coaches have helped scores of companies improve sales, develop leaders and maximize the potential of key team members.

YOUR MOST IMPORTANT ASSET

Every company talks about how employees are the most important asset. Does your company back that up? GJHC started in the fractional space before the GIG economy exploded so we know how to work with your business on a part-time basis. You save on the cost of a full-time employee but get the expertise of the many years of experience from our consultants. If you really value the people in your organization, support them with professional HR that provides great benefits, removes impediments in the workplace, and offers a confidential support team for your employees.

LET US HELP YOU

Lastly, GJHC has Experienced Recruiters who use the latest tools to fill your open position quickly. 2022 has started off as our busiest and most successful year in the retained search part of our company. We've filled many mid- and executive-level positions in one of the most challenging search markets in history. We do this because we've developed relationships over many years that help us source the right candidates quickly. Let us help your business fill that critical role with the best candidate, not the only one you can find through traditional means.

Culture is everything in 2022 employment. Contact Gierke Jungbauer Human Capital for help with employee development (coaching), employee sourcing (retained search) and employee support and management (fractional HR).

Let us help support your company's great culture!

Contact us today!

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Fractional & Interim Human Resources

Retained Searches

Executive Coaching

