

Finding and Retaining Good Employees

Les Russell, The Paradies Shops

Cathy Benton, Alston and Bird

Chris Young, The Rainmaker Group

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Hire for Passion

Maximum Potential

-Required Minimum Effort

Discretionary Ability

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Cathy Benton

is chief human resources officer for Alston & Bird LLP, providing strategic direction for all HR-related functions and initiatives. She has more than 26 years of HR management experience, with 23 in her current role. Benton holds a degree in industrial management from Georgia Institute of Technology and received her Senior Professional in Human Resources certification in 1991

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Chris Young

is founder and partner of The Rainmaker Group Inc.

Prior to starting the company, he worked in commodity trading from 1996 to 1998; he then was involved in economic development, advising businesses on how to improve their performance. He worked with startup companies from 2000 to 2001, and founded The Rainmaker Group in 2001. Young earned a B.S. and M.S. in economics from North Dakota State University

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Questions

- What type of assessments are necessary and how do you identify who to assess?
- What is important in designing compensation strategies that will attract and retain talent?
- Are there consultants that can help with compensation?
- Who should be involved in selection process?
- What is most important to retention?

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Questions

- How do you recruit effectively?
- We don't have an internal HR function, how can we do it effectively?
- How do you brand your organization to attract top talent? What's the carrot for X, Y and the Millennial children?
- What companies will win the war consistently?

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