

Eastern Edition



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# Are You Prepared for the Great Re-Shuffle of Tech Talent?



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# The Great Re-Shuffle

A guide by Megan Woerlein

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**How many catastrophes,  
emergencies, fires,  
meltdowns can one HR  
leader take?**



# Milestones

● **March 2020**

The Great Pandemic

● **2022-2023**

The Great layoff

● **2021-2022**

The Great Resignation

● **2024**

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**The  
whiplash is  
leaving us  
feeling  
reactive and  
burnt-out**



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# Your best work...

Can't happen while you're reacting, while you're moving from issue to issue, while you're living in the tactical



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So what's coming next?

Tech Attrition hit an all time high of over 24% across the industry in 2022

**It dropped to just 17%  
in the first half of 2023  
and is expected to be  
no more than half that  
for Q3/Q4**

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# Are the people staying because they're happy?

They're scared

The economy isn't great

They're waiting

Tech Attrition hit an all time high of over 24% across the industry in 2022

**However....it dropped to just 17% in the first half of 2023 and is expected to be no more than half that for Q3/Q4**

**Are you  
prepared?**



The data tells us that we should be prepared for this greatest reshuffle in talent tech has ever seen.

**Retention = Distraction**

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And it's okay





## Five Step Plan

1. Org Design Principles
2. Comp partnership
3. Insert yourself into  
headcount planning and  
recruitment
4. Speed up your onboarding
5. Create rotation programs

## Org Design Principles

1. Evaluate your best teams
2. Identify common principles
3. Use best practice research
4. Make palatable
5. Publish



## Comp Partnership

1. Where's the data?
2. How off were we before?
3. Where do we want to be now?
4. Dive & Saves?



# Headcount & Planning

1. Who does what?
2. Where to insert yourself
3. What are you trying to achieve?



# Onboarding

1. Get Feedback
2. Make speedy
3. Make effective



## Rotation Programs



1. Who are your best people?
2. Is what they do fungible?
3. Can they do something else?
4. Do they want to?
5. Guardrails

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Now you're ready.....