

Recruit, Retain, Mentor and Motivate Young Talent

Shari Storm

Category 6 Consulting

The banner background features a horizontal strip of overlapping triangles in shades of blue, orange, and white. Below this strip is a dark brown banner with white text. The bottom of the banner shows a collage of cityscapes and mountains, also overlaid with the triangle pattern.

Business & Industry FALL CONFERENCE

SEPTEMBER 8-10, 2025 | ASHEVILLE + VIRTUAL OPTION



What is going on
In this crazy job market?

WE ARE CLOSED
TODAY, SEPTEMBER 28TH,
DUE TO LABOR SHORTAGE.

SORRY FOR THE
INCONVENIENCE.

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BAY
ALARM
SINCE 1946

1-800-470-1000

SUBWAY

NEW

SERIES

IS HERE

EST. 2022

Most people want to work in a supportive environment that is free from unnecessary drama, doing work for which they are well-suited and makes a visible positive impact, for an organization that achieves consistent forward momentum.

Recruit

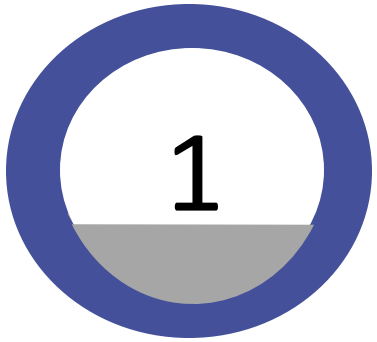
WWW.WERKENBUMCDONALDS-LEIDEN.NL

Time flies when you're making fries

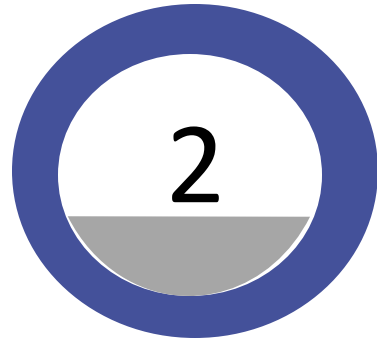
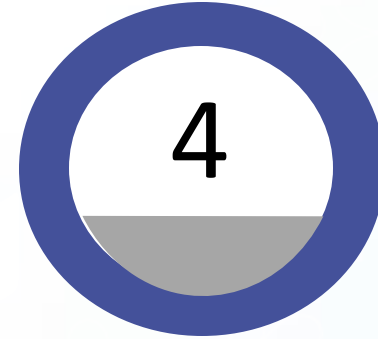
Leeftijd	ALL-IN LOON	VANAF 23.00 uur
15 jaar	€ 7,00 p/u	
16 jaar	€ 8,25 p/u	
17 jaar	€ 9,50 p/u	
18 jaar	€ 10,75 p/u	€ 13,25 p/u
19 jaar	€ 12,00 p/u	€ 14,50 p/u
20 jaar	€ 13,50 p/u	€ 16,00 p/u
21+ jaar	€ 15,80 p/u	€ 17,50 p/u

JOIN THE CREW MCDONALD'S

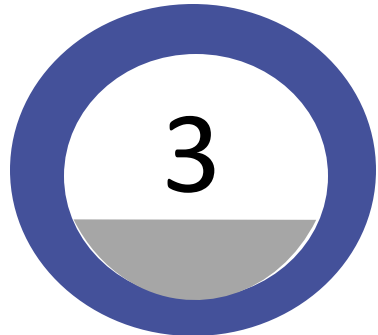
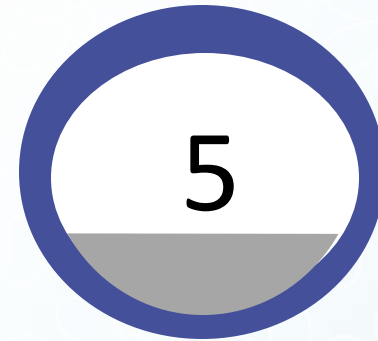
Recruit



Involve current staff.



Pay attention to your reputation.



1.0 ★ ★ ★ ★ ★ ✓

Former Employee

Fake Positivity That Kills

Sep 1, 2021 - Branch Representative

✗ Recommend ✗ CEO Approval ✗ Business Outlook

Pros

Some great coworkers at the branch level, health insurance is pretty good, can count on comparable to other financial institutions

Cons

CEO lives in la-la-land, HR is there to hurt you, fake positivity to cover up all the issues going on, constantly shifts to new technology instead of fixing current issues, prioritizes exciting new technology over member experience/comfort/preference /accessibility, pay is below average for industry, "merit increases" are measly, work off the clock is expected, chronic understaffing in every department except the very highest ranks like leadership and HR, high high stress- I developed an eye twitch that has not gone away. For all their talk about justice and equity, they are just another bank that sees employees as tools to be used and tossed aside.

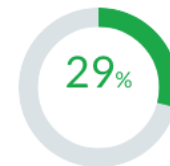
Advice to Management

Get over yourself. Without front line employees, you are NOTHING. Start treating your staff like human beings and ACTUALLY listen! We know you are only pretending to listen, but you look down on us. You do not have secret wisdom and knowledge like you think you do, and you are chasing members and employees away in droves. You have extreme turnover for a reason.

Found 64 of over 65 reviews



Recommend
to a Friend



Approve
of CEO

2.7 ★ ★ ★ ★ ★ ✓

2.0 ★★☆☆☆

Former Employee

Universal Banker 2

Oct 21, 2019 -

☐ Recommend ☐ CEO Approval ☐ Business Outlook

Pros

Free clinic at the corporate office

Cons

Everyone says Centier is the BEST place to work... WRONG!! The branch I was in fit in they will make your work day miserable! Everything you do wrong it was do

[Continue reading](#)

1 person found this review helpful

 Helpful  Share

Centier Bank Response

Recruiter

I am so sorry to hear about your experience and I thank you for your feedback. If further details so we can correct this.



Centier Bank

 Overview ▾

92
Reviews

66
Jobs

131
Salaries

11
Interviews

16
Benefits

10
Photos

Centier Bank Reviews

Updated Feb 8, 2022

 Search job titles

[Find Reviews](#)

Clear All

Full-time, Part-time ✕

English

 Filter

Found 86 of over 92 reviews

Sort Most Recent ▾

4.8 ★★★★★ ▾



Recommend
to a Friend



Approve
of CEO



Mike
Schrage
34 Ratings



Your trust is our top concern, so companies can't alter or remove reviews.



Pros

"Great [benefits](#) package all around, with particularly special options for medical insurance" (in 6 reviews)

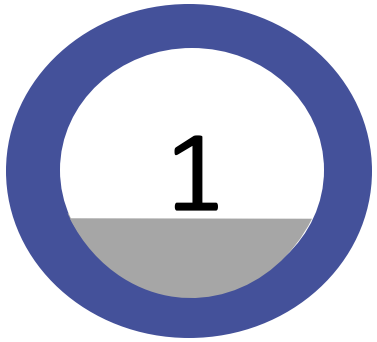
"Great [Family Oriented](#) Benefits, Awesome coworkers, Fun Culture, plenty of opportunities to grow" (in 6 reviews)

Cons

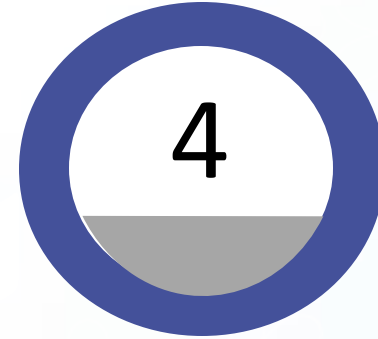
"There are no cons in my opinion, working for [Centier](#)" (in 5 reviews)

"They do not regulate the [branches](#) enough" (in 3 reviews)

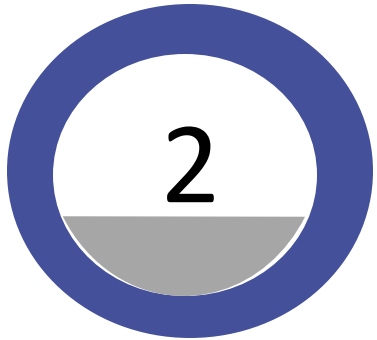
Recruit



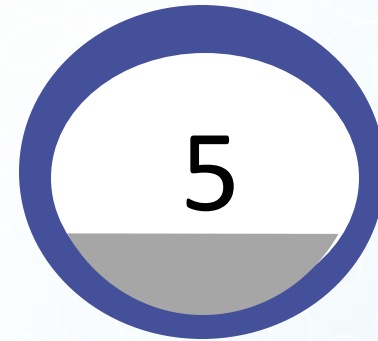
Involve current staff.



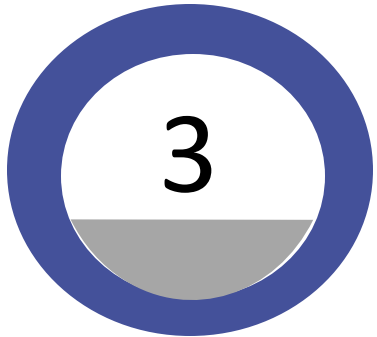
Mind your pipeline.



Pay attention to your reputation.

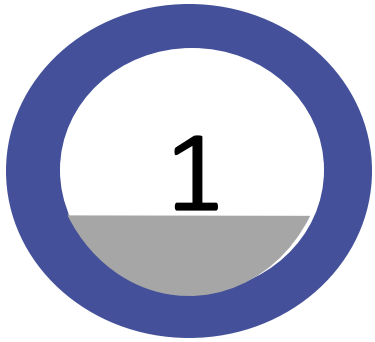


Pay more.

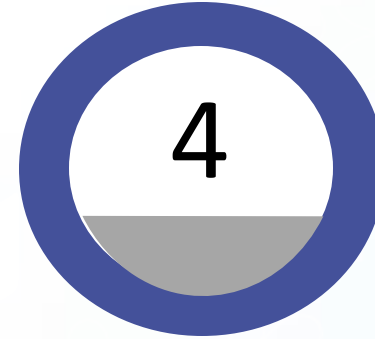


Conduct better interviews

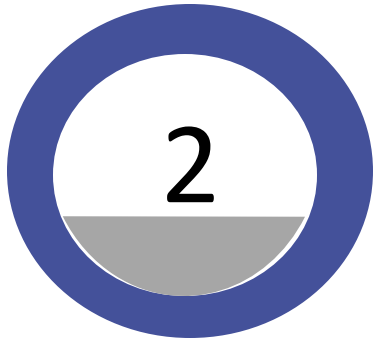
Retain



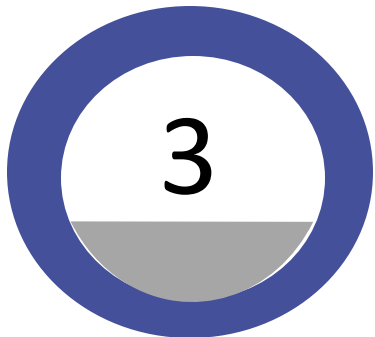
ERTs.



Ensure all reviews are done on time.

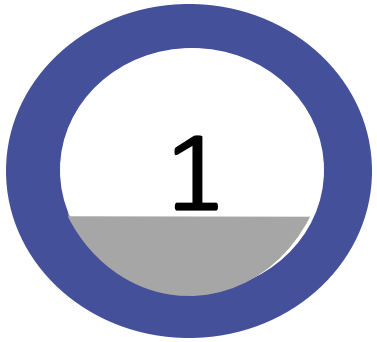


Have regularly scheduled one-on-ones.

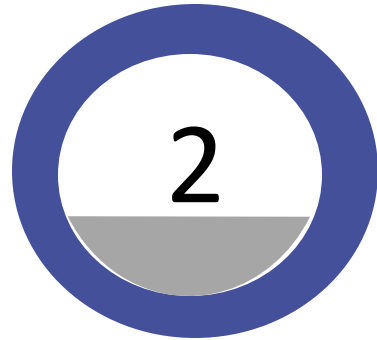


Keep a diary.

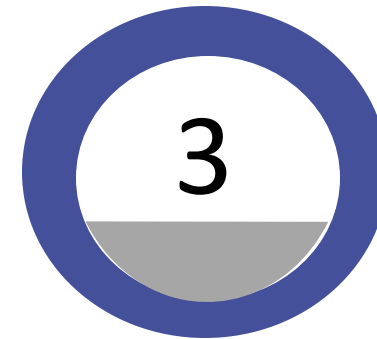
Mentor



Teach employees how to run a good meeting.



Pay attention to what an employee needs to be better.



Teach employees how to give a good review.

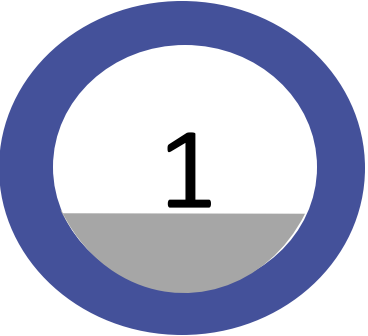
Motivate

Tone Starts from the Top

Happy families are all
alike; every unhappy family
is unhappy in its own way.
– opening line from Anna
Karenina

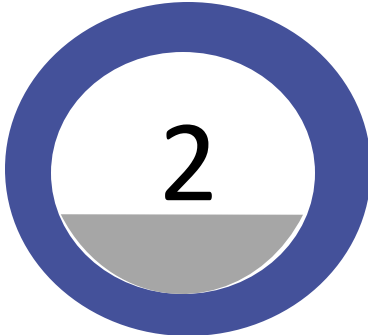
Leo Tolstoy

Motivate



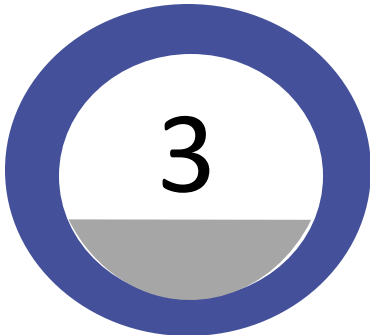
1

Don't be a Debbie
Downer, buzz kill, sad
sack.



2

Don't try to embrace a
common enemy.



3

Don't be late or lazy on
employee reviews.

So how do you
give better reviews?

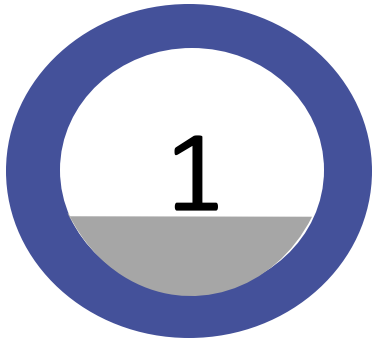
One of the biggest
challenges is.....

Blank Page Paralysis

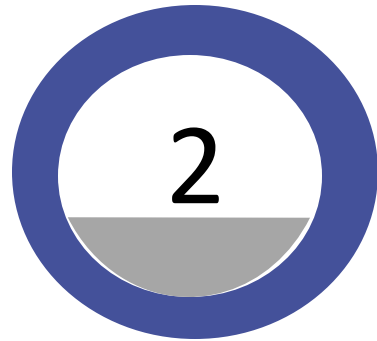


And then there are
biases inherent in the
review
process...

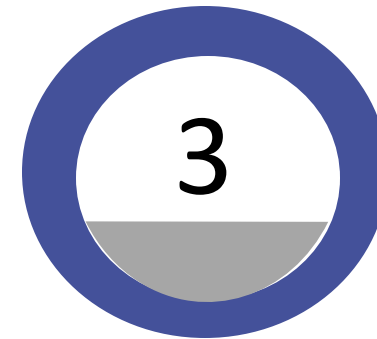
Biases to Guard Against



Recency bias



Halo bias



Scoring bias

Seven Steps for Easy, Effective Reviews

1

One year before the annual review, give the template to your employee and make sure they understand what the expectations are for them to receive a good review.

At each regularly scheduled one-on-one, take notes about their accomplishments and struggles.

Seven Steps for Easy, Effective Reviews

- 2 One month before the review print 2 copies of last year's review.
- 3 Give a copy of last year's review and the current review to your employee. Ask them to fill out the new review. Keep a copy for yourself and read it.
- 4 Three weeks before the review, ask others for feedback.

Seven Steps for Easy, Effective Reviews

- 5 Two weeks before the review, compile last year's review, the employee's self evaluation, feedback from others, and notes from your records. **Write the review.**
- 6 Let the review sit on your computer for one week; adding things as you think of them.
- 7 Give the written review to your employee the day before you meet with them about it.

THE GEN-Z QUIZ

You Might Be Old If....

You unironically use the term Rockstar

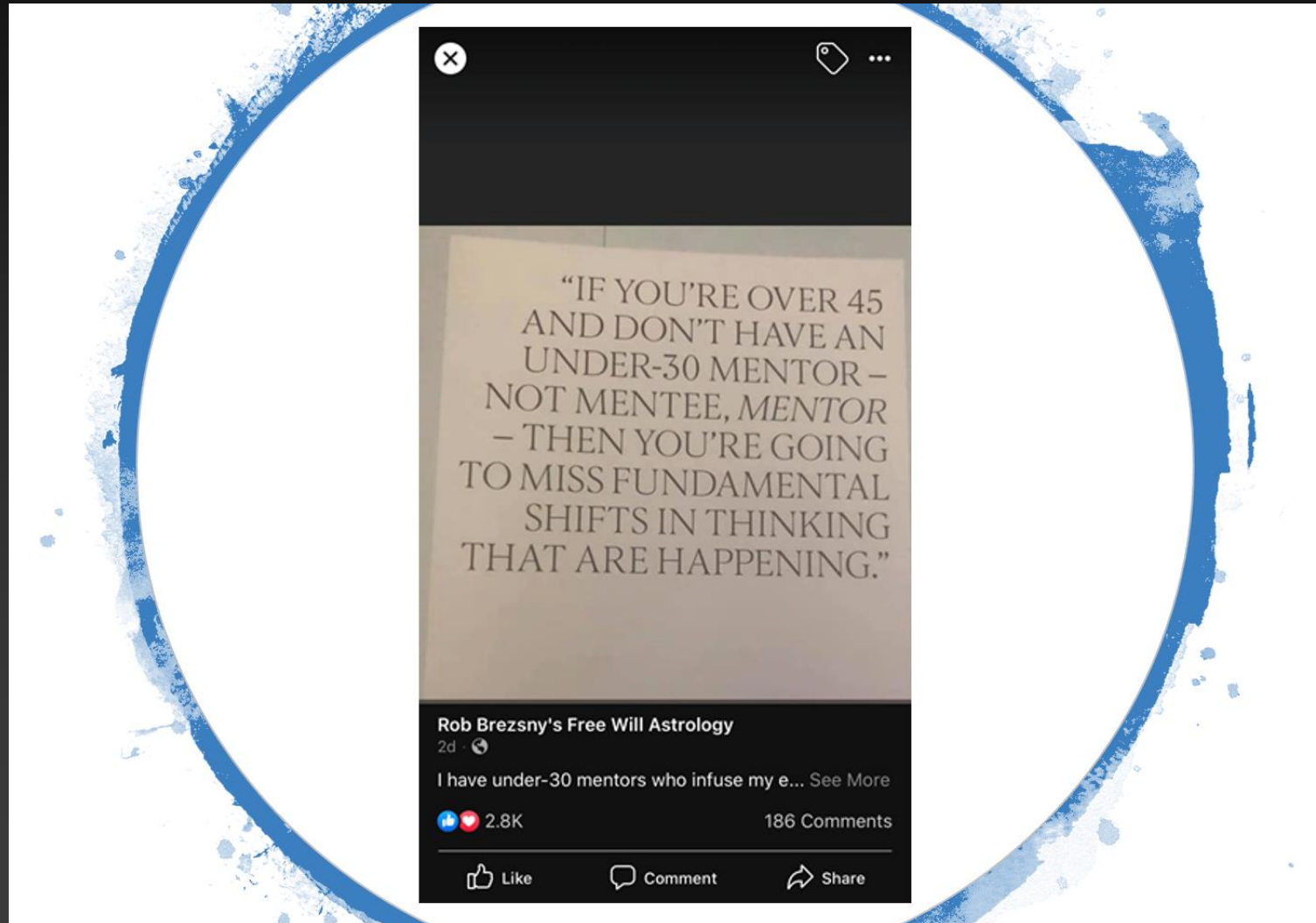
You need a laptop to buy an airline ticket

You try to give someone driving directions to a place

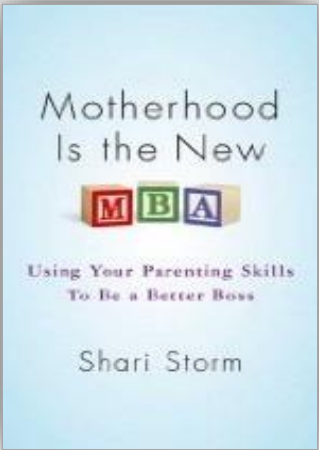
You use a lot of ellipses.... (and parentheses) but are stingy with the exclamation marks!!! and the emojis



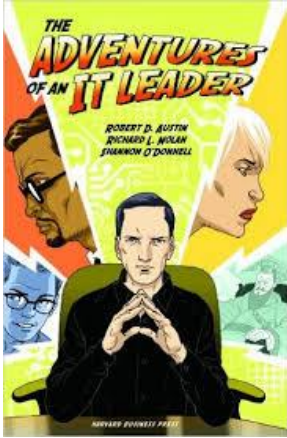
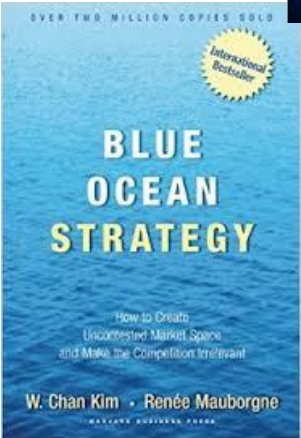
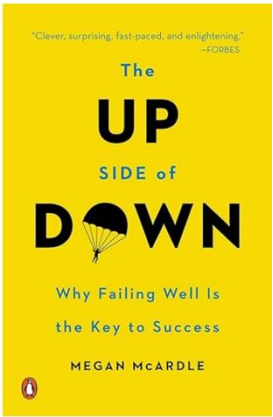
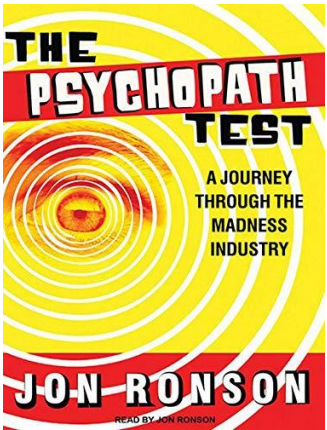
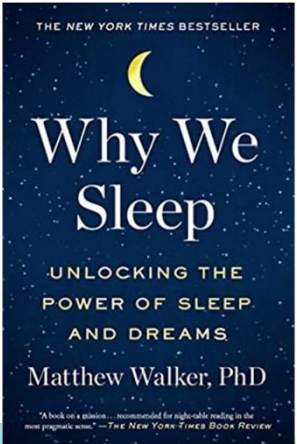
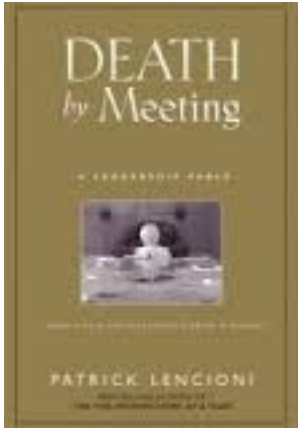
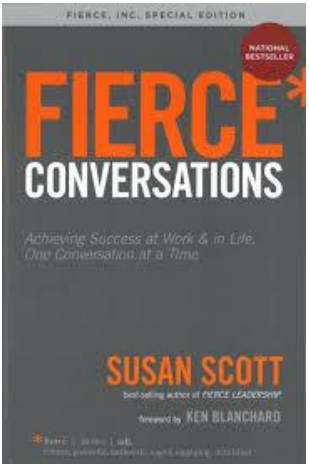
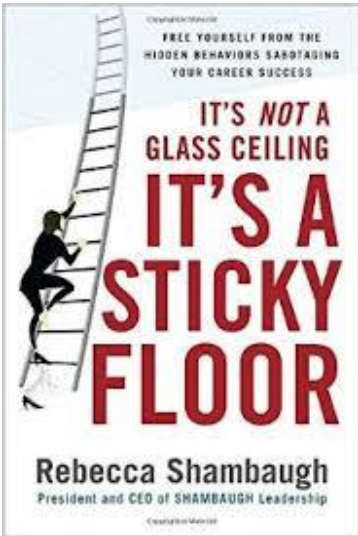
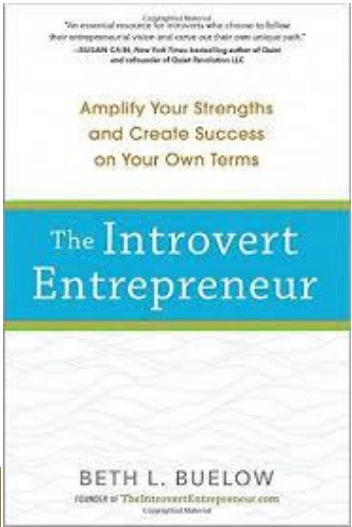
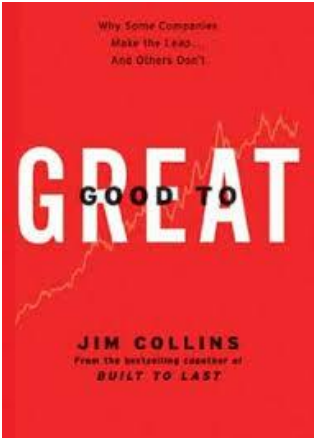
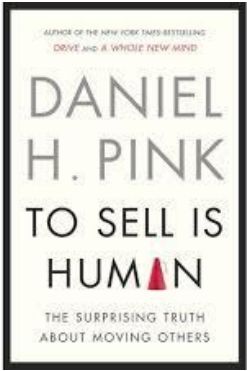
Learn From Young Employees



Some Reading...



Buy Shari's Book



A GOOD PARENT
IS RELENTLESS IN
THEIR QUEST TO
ENSURE THEIR
CHILDREN THRIVE

Imagine if we
all did the
same for our
teams.



Good parents are singularly
focused on building a world in
which their children flourish.

Questions



Give feedback to Shari

1. Scan this QR code



or go to talk.ac/sharistorm

2. Enter this code on the screen

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