



**2022
I-NUF**

9TH METRANS

International Urban Freight Conference

May 25-27, 2022 | Hyatt Regency Long Beach

A Mile In Their Shoes!

Talent retention and acquisition for Supply Chain

Covid-19 impact on work

Prestige gap with
current jobs

Appreciation gap for
the services provided

Many want to do less
but for more

Many have decided
they don't want to do
what they are doing,
but don't know why

Many are still lost at
what they want to do

Jobs not being seen as
a career

Prestige Gap

**What do you do
for a living?!**



Appreciation Gap

Appreciation can make
someone's day, even
change a life.

Your willingness to put it
all into
words is all that is
necessary.

MARGARET COUSINS



What the last 2 years have done for many

Employees want to
live and enjoy life
now

Employees want
more time to enjoy
life

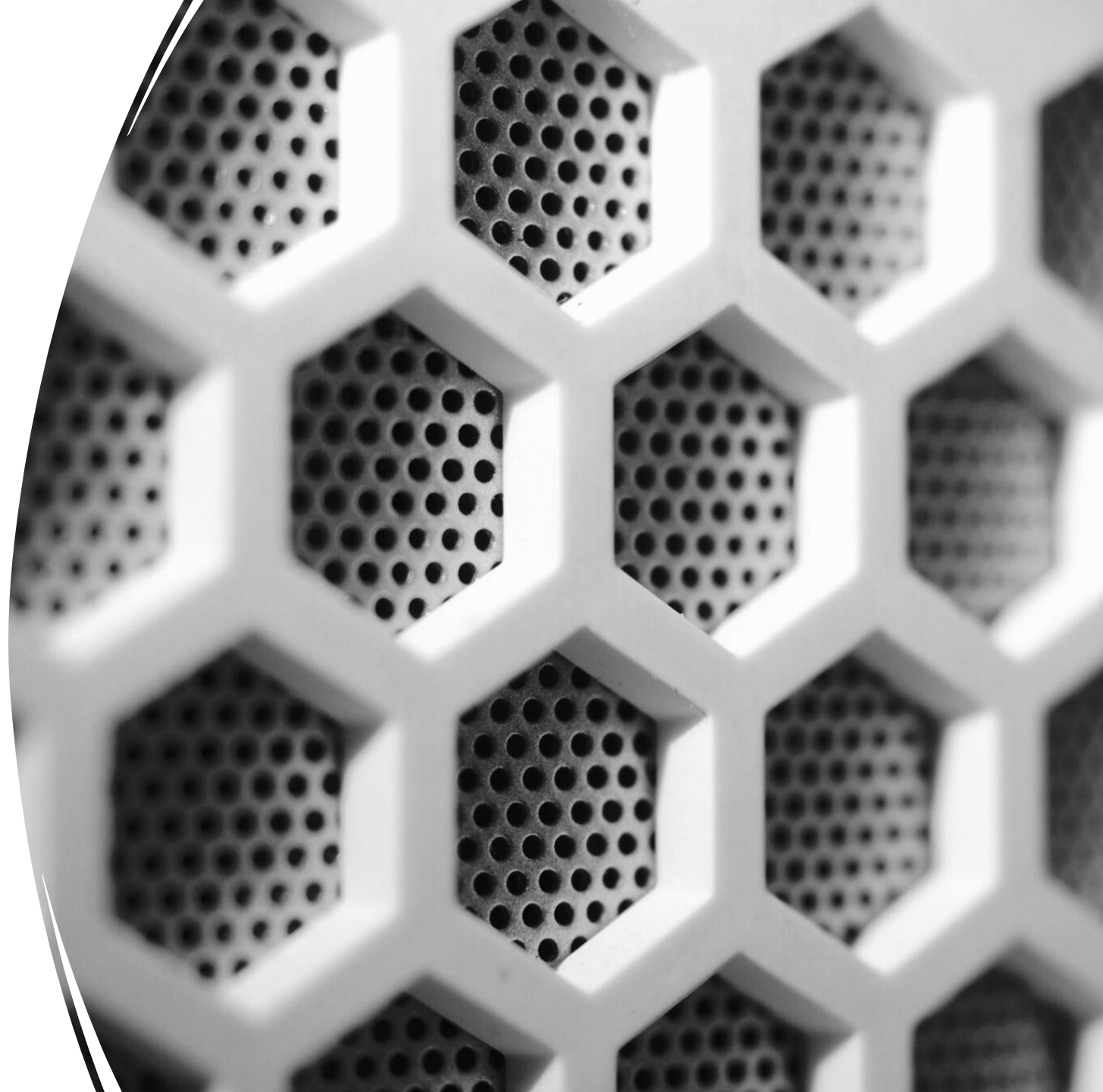
Employees want
more say so in how
they perform their
tasks

Employees want
appreciation

Employees want
prestige

The Lattice

The climb is no longer a ladder it takes some zigzagging to move up IF that's what you want!





Success

Many employees cannot see success as THEY define it! We need to align the definition within our organizations

Thank You!



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