



Dr. Merrylue Martin

Author Speaker Facilitator Coach

Bio

Merrylue Martin is a celebrated leadership strategist specializing in talent retention. As a Fortune 50 senior executive, management consultant, and business owner, she has extensive experience in delivering real-world processes that engage and retain top performers. In addition to earning her doctorate in Organizational Leadership, Merrylue is a graduate of the prestigious Women's Leadership program at the Wharton School of the University of Pennsylvania.

Merrylue's decades of research has resulted in the practices that directly drive an employee's decision to stay or leave an organization. She has leveraged that work in her recent best-selling book, 'The Big Quit Survival Guide' which gives leaders practical ideas and tools to win the talent war.

When not working with people leaders, Merrylue enjoys dabbling in her art studio and attending concerts and musical theatre. She and her husband, James, enjoy being Gram and Gramps to twin girls and a new baby boy.

Her primary message to employers wanting to attract and keep employees in this Great New workplace is, "people are people, first, and your employees second." We can't solve a human being issue with an organizational solution.

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Contact

The Elusive Pursuit of Measuring Employee Engagement

Exit Interviews: Too Little, Way Too Late
Stay Interviews: Getting Warmer
3-R Conversations: HOT!

People Are *People*, First: Basic Needs and Motivators

Getting Down to Basics
Why Some Work Harder
Are You Leading on Purpose?

Stressing Over Burnout: Yours and Your Employees

Death by Busyness
People Do What Their Leader Does
Remotely Burning Out

“I Quit” Signs Ahead

Employee “I Quit” Signs to Watch
Emotional/Psychological Safety
Top Performers, They Fry Harder

The 3-R Balancing Act to Leave or Stay

Requirements: What do I have to do to Succeed at this Job?
Rewards: What am I Getting in Return?
Respect: How am I being Treated?

Your Culture Is Showing

When the Values of the Culture and Actual Behaviors Clash
Culture Infiltrates from the Top Down
Healthy Culture Characteristics

Great First Touches Make for Greater First Impressions

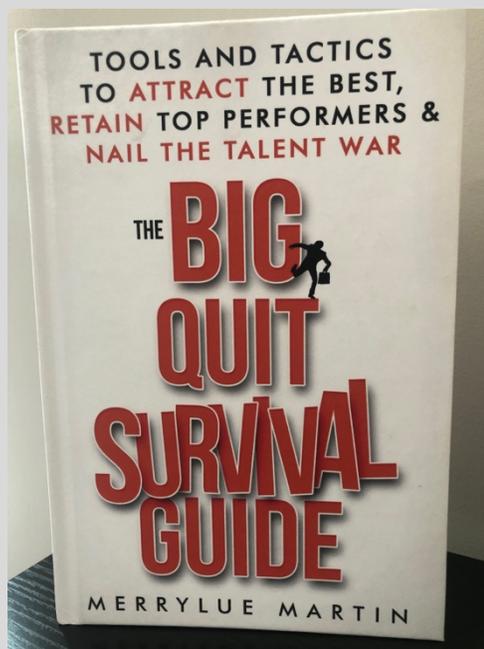
Virtually Recruiting and Onboarding
Interview for Skill and Fit
Day One Lasts Forever

On-site, Remotes, and Hybrids, Oh My!

Not Everyone Is Wired to Work Remotely
The Biggest Remote Challenge: Building Trust
Beware of Proximity Bias

Sample questions- may be customized for individual audiences:

1. The idea of employee retention isn't new, I mean businesses have always pursued ways to keep their best people. But since the pandemic it seems like everything that worked before is not working now. Despite things slowly getting back to normal, employees continue to quit in record numbers. What the heck is still going on?
2. We hear a lot about employees only wanting to work for companies who provide an environment of psychology and emotional safety. What is that exactly and how does an organization create it?
3. There's a lot of guidance out telling leaders they need to be more empathetic when dealing with their people. How does a leader balance empathy for their employees' and at the same time ensure they still meet the goals and expectations of the business?
4. Many businesses use employee engagement surveys and exit interviews to get a read on what their people need to be satisfied and willing to stay. What is your take on the effectiveness of those tools in identifying potential employee retention needs or issues?
5. Throughout your book, you reference the phrase, "People are people first." What does that mean exactly and how does that play into retaining employees?
6. Why do you think cracking this employee retention code has been so elusive? Companies continue to spend millions of dollars on this issue with less than stellar results. Why is that?
7. So, at the end of the day, doesn't it really all come down to money? Won't most people stay if the money is good?
8. Are there warning signs leaders can watch for before an employee quits? What can leaders do proactively to keep their best people?
9. So, for those companies where remote or hybrid working is here to stay in some form or another, what are the special concerns and actions people leaders need to take when trying to manage a team that is part remote and part onsite?
10. What final advice would you give to people leaders in this workplace today?



Buzz

“The timing of this book couldn’t be better. Merrylyue Martin doesn’t just tell leaders what is needed to engage and keep their top performers, she provides an amazing set of tools on HOW to do it.”

Daniel Galster, Sr. Manager, Charles Schwab

“It’s simple, yet complex. In order for employees to want to stay in a job, they need to feel their employer respects their physical, emotional, financial, and social health. In *The BIG QUIT Explosion*, Merrylyue Martin demonstrates the importance of this and how employers can effectively make it happen.”

**Ed Bray, Sr. Director, HR, Ross Stores, Inc., and
award-winning author of *Hello, Job Search* and *Hello, Career***

“Merrylyue Martin’s humor, down-to-earth style, and master storytelling will capture the reader, and are but a few of the attributes that make her a sought-after leadership guru. Her first-hand practical knowledge will help any leader attract, motivate, and retain top performers, and best of all, her lessons can be put into action DAY ONE!”

**Kimberly Jackson, Chief of Staff, City Attorney’s Office
City of San Jose, California**

“Merrylyue creates a template of creativity and strategy that results in business success and happy employees.”

Jennifer Zanetich, AVP Talent & Organizational Effectiveness, Virtua Health

“Dr. Martin has had a profound impact on thousands of people leaders nationwide during her career. She has a unique perspective on what causes turnover and, more importantly, what to do about it. Her book is a gift to any leader looking to survive the great resignation!”

John Boyens, Co-Founder/President, Boyens Group Inc.