

Annual Top 10 Biggest Quits: 2018 - The year the loyalty died.

FOR IMMEDIATE RELEASE

New York, NY, December 2018 – Retensa, Employee Retention Strategies and Research leader, publishes its 14th annual list of the 10 most impactful resignations across the United States. Turnover is now a national news item. The steady stream of separations at the White House persists, former big quitters re-quit this year, and brazen departures make headlines every week. It reinforces the universal struggle with employee retention. Among record highs of staff turnover in almost every industry, 2018 may be the year the loyalty died.

With a constant stream of your employee's witnessing other workplace's pictures, parties, and progress, some people are captivated by FOMO more than ever. This year, Retensa followed all of it, and saw turnover occur in 3 trends:

TREND 1: Long-time leaders are leaving. Many organizations pivot for the next phase of growth and innovation. For some, like Pepsi and Lord & Taylor, it is a leader's time to retire. Others see an impetus for fresh ideas and energy vital to invigorate strategy and stay competitive. The transition from one long standing leader to another is delicate and presents a real challenge for every firm.

TREND 2: "Unicorns" have turnover too. Organizations which rapidly expanded and became billion dollar icons of innovation can be victims of their own success. Companies like Tesla and WhatsApp now lose individuals who have been with the organization since its inception. While technology enabled these companies to become the center of attention, leaders are targets from competition. Or recently acquired founders move quickly to pursue new opportunities. Is the hockey-stick growth curve sustainable when no one stays to play hockey?

TREND 3: Shameless quits. Whether it is on the field or on TV, quitters are boldly leaving where no one has left before. Like a defensive back retiring, in the MIDDLE of a nationally televised football game. Despite previous success and future opportunities, can anything be done to stop the parade of talent parading towards the exit? Historically low unemployment may influence the modern employee toward a different sense of loyalty. Going forward, successful organizations need to mitigate the effects of departure and ensure that those who remain stay committed.

About the "Biggest Quits" List

The most significant U.S.-based resignations qualify for inclusion on Retensa's annual "Biggest Quits" list. To make the Top 10, Retensa applies three criteria: (1) the magnitude of impact on the individual's industry or field, (2) the financial loss or loss of influence of the enduring organization, and (3) the degree that the enduring organization is prepared to respond. Join the conversation by tweeting @Retensa with #BigQuit. For this year's Top 10, as well as previous lists and contenders who *almost made it*, visit Retensa's Big Quits List (www.bigquits.com).

About Retensa

Retensa addresses the social and economic impact of employee turnover for organizations in 54 countries and 12 languages. They combine **predictive analytics software** and **retention strategies** to attract, motivate, and retain top talent. To create the "*Retention Environment*," Retensa provides expertise in **People Analytics**, **Employee Surveys**, **Exit Interviews**, and Talent Management Solutions.

