



**PETROLEUM SOCIETY**  
CANADIAN INSTITUTE OF MINING, METALLURGY & PETROLEUM  
Lloydminster & District Heavy Oil Section

## **April 12, 2006 CIM Lunch 'n Learn**

***Kathy Kennedy,  
Kennedy Personnel Solutions***

### **BIO:**

Kathy Kennedy, R.P.R. has more than 24 years of oilfield administrative and Human Resource Management experience with the last ten years working in a management capacity. She is a graduate of Lakeland College's Human Resource Management program.

Kathy started her career in the early 80's as the Office Manager of the 1982 Alberta Winter Games in Lloydminster. Once the games were wrapped up she started with Husky Oil Operations Ltd. and spent approximately 14 years with them in a variety of positions with the last five years in a Human Resource Administrator role. She accepted a position with CS Resources in 1996 as Administrative/HR Supervisor and was actively involved in several mergers and acquisitions to form three new organizations during her tenure with, in the end Petrovera Resources. In October 2002, she created her own Human Resource Consulting and Recruiting firm called Kennedy Personnel Solutions Inc.

In 2005 Kennedy Personnel Solutions Inc. won "Rookie Business of the Year" and has been working with many organization within Lloydminster in a variety of capacities from headhunting services, employee surveys, temporary placements, conflict resolutions, career coaching, terminations/downsizing, computer training, soft skill development courses and privacy legislation consulting. This organization has grown from just herself in October of 2002 to now having a normal temporary employee base of over 40.

Kathy has two children and is currently on the Lakeland College Management Advisory Committee, as well as the Lakeland College Administrative Program Advisory Committee. She is an active member of the Edmonton Human Resource Management Association and on several smaller committees involved in school related activities.

**ABSTRACT:**

**2006 Strategies for Retaining and Attracting Top Performers**

As employers we are all struggling with staffing issues and as a Recruiting Consulting firm we do have access to information that may help employers understand why some top performing employees are leaving. Employers should know that some turnover is extremely healthy for organizations but there is a point when it becomes a concern.

If an organization is having a turnover issue there are several steps that can be taken to figure out why this is occurring. The first step involves something that we are finding most organization don't or won't do. We will talk about why they may not be doing this step.

We will also discuss what signs a top performing employee exhibits when they are thinking of leaving an organization. These traits are different between top performers and normal or lower performers.

The "Employee Burnout" issue is and will continue to be a high concern for employers into the next few years. What do you as employers look for, and how can you halt the process?

Compensation Strategies, trends and innovative ideas will be discussed. There are certain situations when a strategy will work and when it won't.

The "Resignation Reversal" what is it and is it a good thing?

What is it that employees want these days? What items are on the "Hot List"? Are you willing change?

How can employers get a response to their recruitment process these days? We'll give you some ideas on what to try and when. We are going to give you some very innovative ideas that you'll either think we've lost our minds or that might just work! Are you willing to take the risk?

What are the local issues that have been barriers to recruiting in Lloydminster? The business community may need to start applying some pressure!

All's fair in love and recruitment?