Chris Czarnik
Winning the War for Talent

Workshop Training Recommendations



Not a Typical Consultant!

"Today's biggest issue for most businesses is attracting and retaining the right talent. Chris takes the **effective approach** of showing you what you need to improve on to win the talent war, and then **teaching you how** to sustain these improvements in your organization. Chris is very hands on, high energy, approachable and direct ..... he is not encumbered by the typical definition of a consultant!"



Thomas L. Saeli
Chief Executive Officer | Duralast Roofing

Chris's Approach is the Secret Weapon

"Halfway through Chris Czarnik's book, I recognized that his approach was the **secret weapon** in winning our own war for talent. So I immediately reached out for his help. In his workshop with my leadership team, Chris revealed his proprietary **step-by-step process**. Most importantly, we walked away from the workshop with an **action plan** that **yielded our first hires within thirty days** (we had been unsuccessfully searching for six months). To anyone frustrated with the old rules of hiring, which no longer work, learn & follow Chris' proprietary process."



Lance Edwards
President | First Cornerstone Group, LLC

28 New Hires in Only 6 Months

"Attending Chris Czarnik's workshop, *Winning the War for Talent*, has **generated some big wins** for our organization. After attending the workshop and applying some of what we learned, **we welcomed 28 new people to the company in only 6 months**. Of that 28, we have retained 68% so far, and thankfully we have more candidates to review, interview, and hopefully hire, in our pipeline. Chris's advertising techniques, tips, and tricks really work. Making a few changes to our job posts resulted in gaining more attention from job seekers who actually match what we believe is an ideal fit for our organization.

Chris's approach to recruiting, hiring, and retaining your workforce is simple, and easy to understand, yet brilliant.

We couldn't be happier with what our organization has gained from attending Chris's Winning the War for Talent workshop. We highly recommend this workshop for any organization that is struggling to find the right people to fill their open positions.

Thank you so much, Chris, for sharing your expertise with us."



Jenny Harshbarger
Director of Human Resources | R.H. Marcon, Inc.

Chris Czarnik
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Top Performer Award
Vistage Speaker
6 Consecutive Years

Workshop Training Recommendations

We Filled 20 Open Positions

"When we heard Chris Czarnik speak during a Vistage meeting, we had an average of 20 open positions per week which was costing us $800,000.00. We immediately made this visible on our weekly scorecard and hired Chris. He speaks passionately and had our entire team engaged right away. We had 4 follow up coaching calls with Chris after the workshop and **by the third workshop, we had no open positions**. We were able to collect great data that we would have never recognized, we have **new processes in place**, and we are no longer staring at millions of dollars lost. During a time when we all thought finding employees was impossible, we were wrong and we are grateful for Chris to give us a different perspective. Chris is **energetic and passionate** about what he does, and our team is grateful to continue on with his tools for retaining the great employees that we have recruited."



Alex Finken
CEO | Visionary Accurate Clean

We Boosted Our Overall Efficiency

"Following the workshop, the impact on our ad redesign has proven invaluable, particularly in elevating our branding efforts to effectively showcase the firm and its distinctive culture. This positive change has led to **increased engagement** and a higher level of interest in our offerings.

Furthermore, the workshop, inclusive of personality testing, played a pivotal role in fostering a **shared vision among our leadership**. Through a platform for collaborative discussions and the incorporation of insights from personality testing, it facilitated a deeper understanding of our goals and strategies. This shared vision, combined with leadership buy-in, has not only enhanced team cohesion but has also significantly **boosted overall efficiency** within our organization."



Servete Xhudo-Bradley
Director of Human Resources | MB Attorneys at Law

Increased Staff 15% Every Month for the Last 5 Months

"*Winning the War for Talent*, which Chris Czarnik lead us through, has helped us to transform our employee recruiting and retention processes. He taught us how to go from a disqualification of candidates' mindset that manufacturing has used for the last 50+ years to an **ability to recognize talent** in under-employed people that end up being great employees and great advocates for our business when trying to find new employees. These methods have helped us to **increase our staff 15% per month for the last 5 months**, to help us **fuel our growth**. It has been a great program."



David Verhoff
President | Basin Precision Machining