

**Generational Diversity
2023 NACCTFO Annual Conference
Introduction Exercise**

<p style="text-align: center;">Current State Analysis</p>	<p>Part One: What are the components of recruiting and retention?</p> <p>Part Two: How much of your budget is devoted to each of these parts?</p>
<p style="text-align: center;">Goal</p> <p><i>Example: By improving recruiting and retention processes and procedures, costs incurred by these processes and procedures will decrease by ____%.</i></p>	
<p style="text-align: center;">Improvements</p> <p><i>What would these savings allow you to do that you can't do now?</i></p>	
<p style="text-align: center;">Recognition</p> <p><i>Who would notice that you are saving the county money?</i></p>	