

One Company, Many Careers

How to Retain the Best Talent



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Agenda

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- 03 Strengths-based & two-way performance culture
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Talent Retention as Business Imperative

47% of HR leaders cite employee retention and turnover as their top workforce management challenge (SHRM).

Cost of replacing employee: $\frac{1}{2}$ to 2 annual salaries (Gallup).

A 5% increase in employee retention can increase company profits by 25% to 85% (HBR).

Talent Retention as Business Imperative

Lead the impactful shift: from attrition to retention

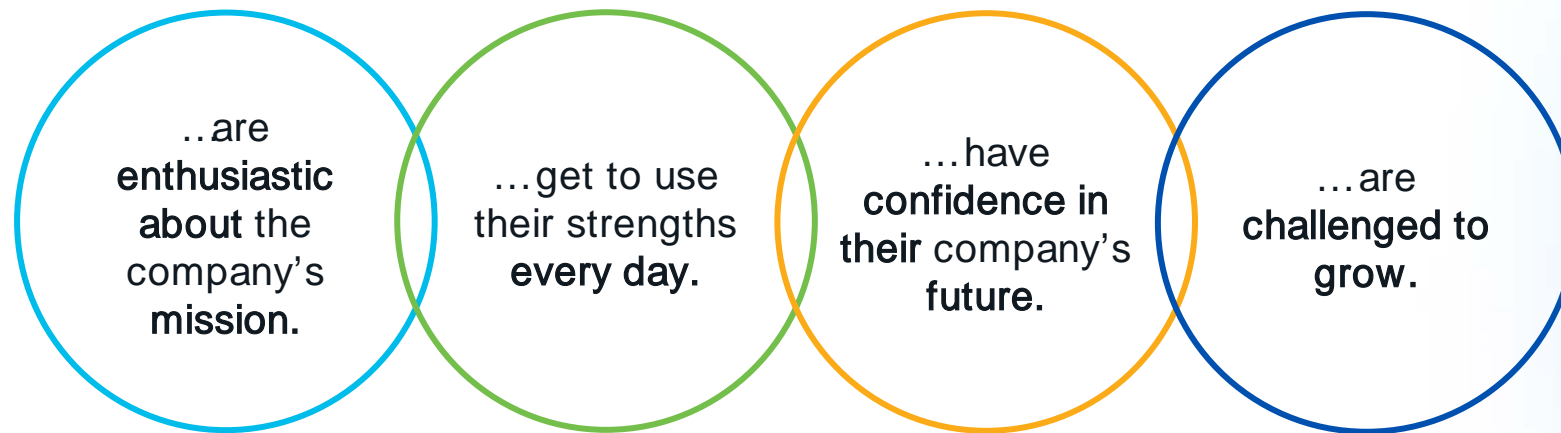
Leverage good data to prevent attrition.

Predict attrition at the organization and group level.

Know why people stay.

Top Engagement Drivers

We know people stay at Cisco when they...



When these go down, there is a higher likelihood of **voluntary attrition**.

Finally, **leaders** have the biggest impact on attrition.

Top Engagement Drivers



Cisco
Updated April 2025.



Employees say
this is a great
place to work



Top Engagement Drivers

96% of employees at **Cisco** say it is a great place to work compared to **57%** of employees at a typical **U.S.-based company**.



Source: Great Place To Work® 2021 Global Employee Engagement Study.

98%

I am able to take time off from work when I think it's necessary.

98%

When you join the company, you are made to feel welcome.

97%

I'm proud to tell others I work here.

97%

People care about each other here.

96%

People here are given a lot of responsibility.

Strengths-based & two-way performance culture

- *“Feedback is the breakfast of champions.”*

- Ken Blanchard

Cisco Performance Management System

In place since 2015, regarded as best in class by industry experts (HBR, GPTW).

Starts with an initial **strengths assessment** to identify each employee's unique talents.

Features **weekly check-ins** between employees and leaders to reflect on the previous week, define priorities for the upcoming week, and identify support needs.

Includes **quarterly reviews** for deeper reflection on development and performance.

Built on a culture of **two-way communication**, ensuring continuous feedback and collaboration.

Strengths-based & two-way performance culture

Employees own their career, the leader supports, and Cisco enables.

The employee owns their career:

setting career goals, seeking opportunities, and driving their personal development.

The leader supports:

coaching, mentoring, feedback, and encouragement to help employees reach their full potential.

Cisco enables:

offers resources, learning platforms, and development programs to empower employees in their career journeys.

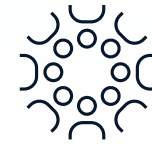
Cisco Best Retention Practices



“Internal first” hiring



Well-being & hybrid work



Inclusive & diverse culture



**Learning & career
development**



Peer recognition



Social Impact & Time2Give

Power an inclusive future for all

“At Cisco, we know our people are our greatest asset. Investing in their growth and well-being isn’t just the right thing to do - it’s critical to our long-term success. When we create an environment where employees feel valued and empowered, retention follows, and innovation thrives.”

- Fran Katsoudas, Executive Vice President and Chief People, Policy & Purpose Officer, Cisco



Key takeaways

Recognize that **proactive employee retention** is critical for business success.

Identify and nurture **top engagement drivers**.

Cultivate a strengths-based, two-way **performance culture**.

Invest in employee **well-being and development**.

Empower **leaders** to play a pivotal role.

Prioritize **people: our greatest asset** for long-term success.