



# Get 'em While They're Hot: How to Attract, Develop, and Retain Peak Performers in the Coming Labor Shortage

*Tony Zeiss*

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WILL YOUR WORKFORCE EMPOWER YOUR ORGANIZATION TO EXIST FIVE YEARS FROM NOW?

Or even one? Don't answer too quickly.

The U.S. Bureau of Labor Statistics estimates that by 2011, our economy will need 10 million more workers than will be available. That means your organization must learn to compete—aggressively—for a rapidly dwindling resource: skilled workers. It's a new reality that must be dealt with by every organization, including yours. Are you ready?

Dr. Tony Zeiss, CEO of the Year for the Association of Community College Trustees, shows you how in *Get 'em While They're Hot*.

## Endorsements:

“When you are in the highly competitive soft-drink business, every advantage helps. *Get 'em While They're Hot* will provide you with just such an advantage. The ability to attract and retain top-performing employees in a tightening labor market is becoming critical for success.” —DALE HALTON, President and CEO, Pepsi Cola Bottling, Charlotte, NC

“*Get 'em While They're Hot* illuminates a serious challenge faced by all organizations. Astute leaders will welcome this visionary book!” —KEN THOMPSON, CEO, Wachovia Bank

“Tony Zeiss rightly warns of a looming challenge to all organizations, including the cities of this great nation. My colleagues across the country should read *Get 'em While They're Hot*!” —HONORABLE PAT MCCRORY, Mayor, Charlotte, NC

“The Belk organization is strategically positioning itself for the coming war for talent. Zeiss's book is a timely resource for any organization that hopes to succeed in this competitive climate.” —TIM BELK, CEO, Belk Stores Services

“I'm pleased that a respected educator like Tony Zeiss has written a practical guide for America's businesses to reference during the anticipated labor and skills shortage. As he points out, creating and keeping a skilled labor force requires strategic effort from business, education, and government!” —REPRESENTATIVE SUE MYRICK, U. S. Congress, 9th District, NC

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What is your hobby? Have you heard that will question when you got college students? We believe that that question was given by teacher to their students. Many kinds of hobby, Everybody has different hobby. Therefore you know that little person just like reading or as examining become their hobby. You must know that reading is very important in addition to book as to be the thing. Book is important thing to include you

knowledge, except your own teacher or lecturer. You find good news or update about something by book. Amount types of books that can you choose to use be your object. One of them is Get 'em While They're Hot: How to Attract, Develop, and Retain Peak Performers in the Coming Labor Shortage.

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