



You Can Go Home Again:

Lessons from 3 World-Famous Boomerang Employees

 **businessolver**[®]

Let's Get Real

The days of a 40-year career with one company, capped with a gold watch, are gone. Today, the average American worker has 12 jobs during their career. Plus, persistent skilled labor shortages are making an already shallow talent pool shrink even more. This means employers have to expand their sights – or, as trends suggest, expand their hindsight.

Traditionally, an employee would resign, and that would be the end. But it doesn't have to be that way – and employees say it's okay not to close the door.

Just ask: Steve Jobs LeBron James Michael Jordan

These three famous boomerangs illustrate some of the big advantages to recruiting and rehiring alumni employees. Their stories offer employers six reasons to never say never.





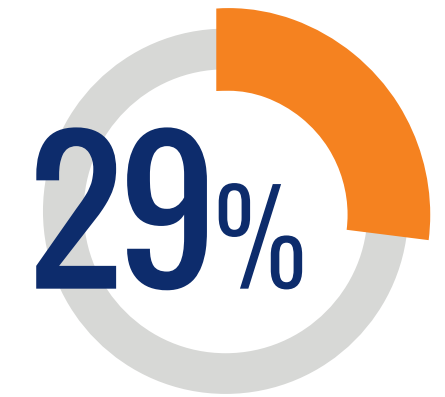
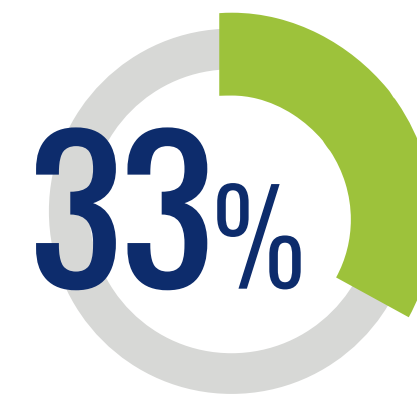
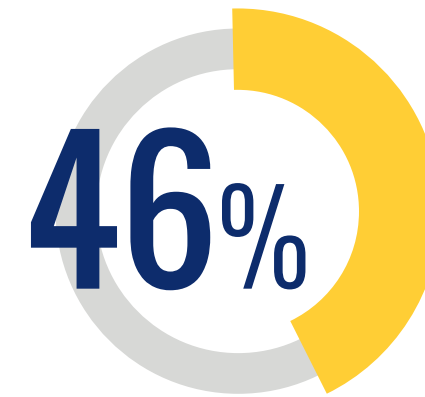
of employees have “boomeranged” back to a former company

Would consider “boomeranging”

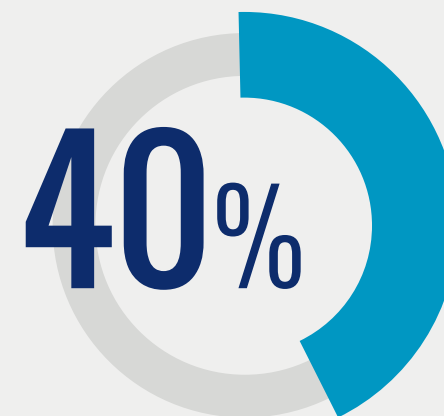
Millennials

Gen Xers

Baby Boomers



And companies increasingly agree that yes, you can go home again:



of HR professionals say their organization has hired boomerang employees. That’s because when it’s done well, boomerang employment can be REALLY great for an organization.



Steve Jobs Fired, then rehired

If you doubt that boomerang employment can be successful, consider this: Without it, we might not have the iPhone®.

After co-founding Apple® in 1976, Steve Jobs was forced out of the company nine years later. It was reported to be a particularly contentious parting. However, both sides mended fences and Jobs boomeranged back to Apple to lead the company as CEO from 1997 until his untimely death from cancer in 2011. During that time, he brought Apple from near bankruptcy to explosive profitability and worldwide acclaim – rolling out the iPhone, iPad®, Apple Store, and App Store.



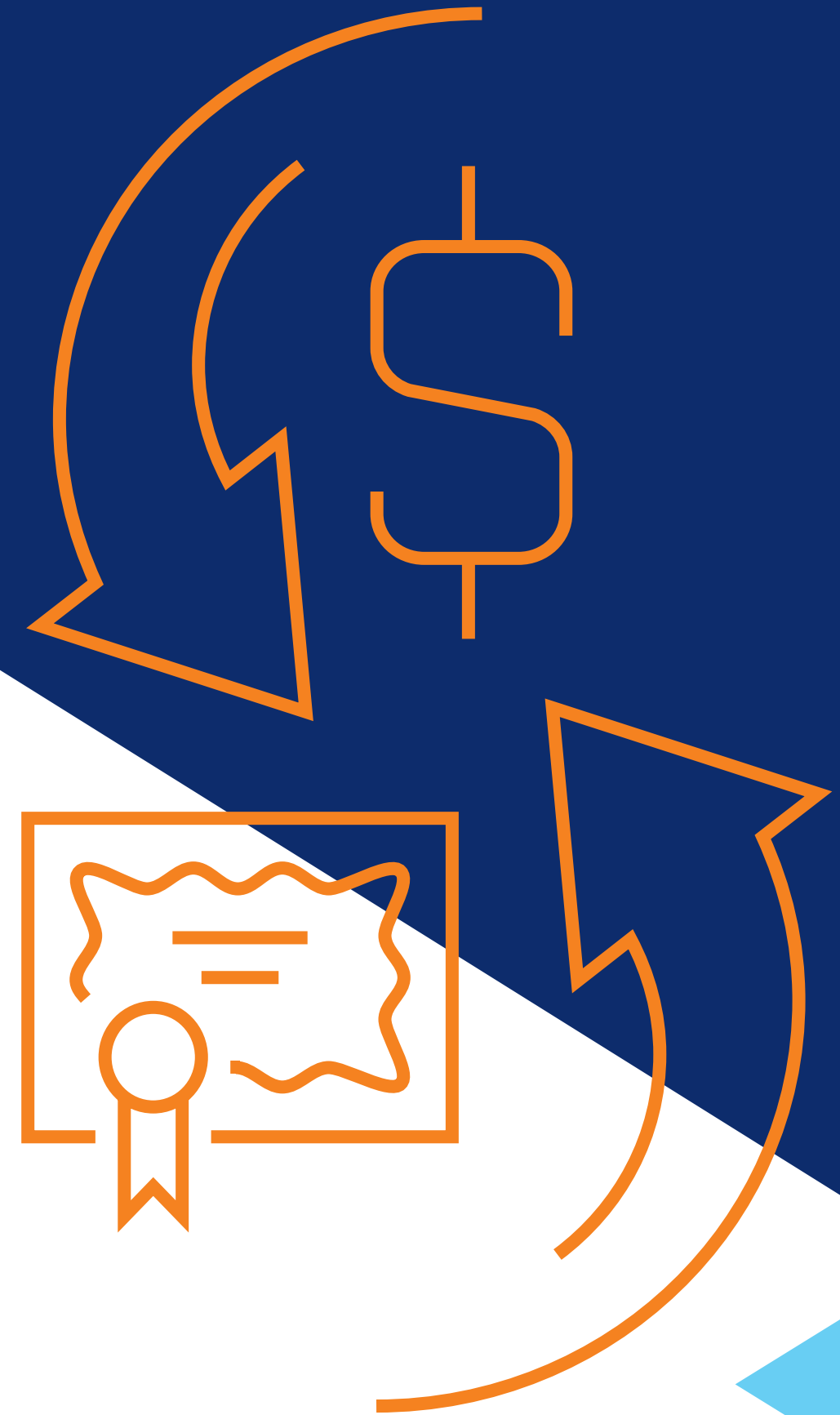
Boomerang Bonus

Lower costs.

Boomerang employees reduce your costs for recruiting, onboarding, and training – far less than you’d spend on a new hire.

Increased experience.

Rehiring a boomerang employee can give you an even better employee with new skills, greater maturity/professionalism, even advanced degrees – none of which you had to pay for.



LeBron James Resigned, then returned

Basketball fans recall the night in 2010 when superstar LeBron James announced on national TV that he was leaving his hometown team in the Midwest – where he’d played since turning pro as a teenager – to join another in South Florida.

However, proving that the “grass isn’t always greener,” James returned to his Midwestern roots in 2014 as a celebrated hometown hero – playing better basketball than ever, while also making significant philanthropic investments in community businesses and schools.



Boomerang Bonus

Improved performance.

James joined a thriving Florida team, and was able to add even more power, leadership, and skill to his game because of it. He took all of those improvements with him back to the Midwest. If you leave the door open for top talent, your company can achieve similar ROI.

New fanbase.

If you welcome back your company's former MVP as a boomerang, they'll bring with them new contacts and network connections that your organization can leverage to its advantage.



A photograph of Michael Jordan in a red jersey shooting a basketball into a hoop. The background shows palm trees and a clear blue sky. The image is partially obscured by a white diagonal shape on the left and a green diagonal shape on the right.

Michael Jordan Switched careers, then switched back

After winning three straight professional basketball championships, Jordan hung up his high tops to go play minor league baseball.

It was a spectacular failure, and he boomeranged back to basketball two years later to win another three consecutive championship titles.



Boomerang Bonus

Known talent.

If you have the opportunity to rehire a top performer, you should. Unless the boomerang is a poor culture fit or left on irrevocable bridge-burning terms, a known top performer is a slam dunk (pun intended).

Improved employee morale.

Teammates widely celebrated Jordan's return to basketball, and the same can certainly be true for your organization. As the saying goes, "Iron sharpens iron." Boomerang employees have been found to have higher loyalty, productivity, and satisfaction – all attitudes and outcomes that they can spread to their teammates and throughout the organization.



In general, employers prefer to wash their hands of departing employees, for a variety of reasons: concerns about legal propriety, a desire to make a clean break, to appear supportive of employees' career choices, because they're hurt/offended by employees' decision to resign. However, there is less to lose and more to gain by making the employee offboarding experience as smooth and positive as onboarding; the potential for boomerang employment is only one reason why.

Learn more about crafting a solid offboarding strategy to create brand ambassadors and spark boomerang employment from the on-demand webinar: 4 Strategies to Catch Boomerang Employees



6 Reasons to Never Say Never:

1. Lower costs
2. Increased experience
3. Known talent
4. Improved performance
5. Improved morale
6. New fanbase from fresh connections





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+ Innovative, High-Touch Services

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