

Ahhh...HEAR what your people are saying! Learn the 5 key concepts to retaining your employees.



Program Description:

So many businesses are struggling with employee retention. The stats on turnover are scary, '51% of U.S. employees say they are actively looking for a new job or watching for openings.' This is coming from Gallup who surveyed 31 million people!

It's a huge issue with many moving pieces. What IF we reverse-engineered retention to assess the gaps in an organization's talent management program? It starts with listening to your people at all levels and a willingness to have the tough conversations about what's broken.

The 5 key concepts: Ahhh...HEAR is the formula for success:

A - Attraction

H - Hiring

E - Engagement

A - Accountability

R - Retention

When you have the right people on your team you don't have to work so hard. Businesses need a system for success that includes attraction, hiring, engagement, accountability, which leads to retention. Then, they are positioned to meet and exceed expectations based on the business vision and values. These folks are fully engaged and want to be more accountable because they see the big picture. Everyone rallies together. They want to grow, and they naturally increase your customers experience.

Learning Objective #1:

Learn to avoid chaos by attracting the right people with company values, which make it easier to hire the strongest candidate that will meet and exceed expectations to help achieve your vision!

Learning Objective #2:

Use the engagement pyramid to make sure the right resources are in the right seats to create accountability and results to obtain results and growth, so everyone wins.

Learning Objective #3:

Understand how to remove the pain of retention so you aren't banging your heads against the wall while giving you the tools to grow your future leaders with metrics and checkpoints to measure success.

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Agenda:

1. Hold an interactive discussion about the problems in the workplace regarding keeping employees -- happy and engaged
2. Present real world examples of what businesses and professionals are saying and seeing
3. Describe the cost to industry regarding turnover and lack of engagement
4. Give a tangible story of what's happening; how it affects businesses and those entering the workforce
5. Share the 5 key concepts that impact doing a good job keeping people, engaging them and holding them accountable
6. Hold an exercise for vision and values that can be used personally and professionally
7. Show how hiring affects those in the workforce and those entering as well as what they can do about it
8. Perform another exercise for engagement in breakout groups
9. Give examples of what 'good' looks like for a business and an employee