

Retaining Winning Talent

Attracting and retaining talented people with the skills necessary to execute business strategy is one of the keys to global business success. But this is only part of the story. Equally important is ensuring these highly valuable employees are fully engaged, contributing their best, and feeling responsible for their works impact on the organizations long-term future. Leaders therefore need to develop new approaches to building and sustaining high levels of employee commitment approaches based on a clear understanding of what today’s employees value, and on an ability to create working relationships and conditions that foster a strong sense of ownership. *2 Days*

Benefits	Content
Introduction of concepts and alignment of thinking. Participants come to the session well prepared to engage in facilitated learning regarding the scope of attrition and the need for talent retention strategies.	<p>Pre-Session Preparation</p> <p>Selected readings on employee engagement and leadership responsibility for talent retention.</p>
Managers are able to describe the scope, severity, and cost of attrition and its impact on team and organizational goal achievement.	<p>Leading To Retain</p> <ul style="list-style-type: none"> • <i>Why Worry About Team Member Retention?</i> • <i>The Costs of Attrition</i> • <i>Parallel Retention</i>
Managers are able to determine the risk of attrition for each team member.	<p>Who’s At Risk?</p> <ul style="list-style-type: none"> • <i>Team Member Commitment vs. Early Warning Signs</i> • <i>Attrition Triggers That Increase Risk</i> • <i>The Ripple Effect</i>
Managers are able to identify which retention factors motivate each team member.	<p>Identifying Retention Strategies and Tactics</p> <ul style="list-style-type: none"> • <i>STARS Model</i>
Managers are able to increase team member’s engagement and commitment by surfacing team member retention needs and proactively addressing those needs.	<p>Surfacing Team Member Retention Needs</p> <ul style="list-style-type: none"> • <i>Retention Discussion</i> • <i>Skill Practice.</i> • <i>Responding To Early Warning Signs</i> • <i>Skill Practice</i>
Managers are able to increase team member’s engagement and commitment by implementing a proactive framework for working with each team member to target factors that matter most in sustaining or regaining their commitment.	<p>Retention Action Plan</p> <ul style="list-style-type: none"> • <i>Retention Action Plan</i>
Post Session Implementation	<p><i>Retention Action Planning:</i></p> <p><i>On-going Support</i></p> <p><i>Measurement & Accountability</i></p>