



STAFF RETENTION WORKSHOP

Course Overview

The “Staff Retention” Workshop explores unique ways to keep key staff and thus avoid the high cost (both in \$ terms and intangible costs) of losing important members from your organization. Designed for managers and leaders, it explodes common assumptions and addresses key factors that affect employee satisfaction; from company culture to leadership styles and behaviours. Using a variety of exercises and self-assessments, participants are challenged to reflect on their own situations, and are guided through designing a customized strategy to counter select attrition factors and move them towards being an “employer of choice”. The experiential nature of this course creates a compelling desire to implement more successful staff retention initiatives in the workplace immediately!

Course Topics

- ◆ Why Staff Retention Deserves Your Attention
- ◆ Attrition Factors – Why Staff Leave
- ◆ What makes an Employer of Choice?
- ◆ The Role of Corporate Culture
- ◆ Creating an Appropriate Environment
- ◆ Establishing Effective Induction Processes
- ◆ Implementing Employee Recognition Programmes
- ◆ Join a Company, Leave a Manager
- ◆ Qualities Managers Need to Develop
- ◆ Determining Employee Expectations
- ◆ Matching Retention Initiatives to Individuals
- ◆ The Role of Exit Interviews