

# THE FUTURE OF HUMAN RESOURCES

Colene Rogers' HR keynote is inspired by her new book *Retention: Key Mindsets That Retain Top Talent*. As a 20-year HR Professional Colene understands what HR leaders face each and every day. In this session Colene presents the mindsets behind employee retention and how to win the battle of high turnover. Colene offers solutions to the difficult HR initiatives of talent acquisition, engagement, and retention.

## PROGRAM FOCUS

With turnover costing billions of dollars every year, organizations are looking to HR to resolve the issue but one person can't tackle this problem alone, it has to be a company-wide initiative. So often, supervisors will say, "I never saw it coming"; when one of their emerging leaders decides to leave. What were the warning signs and why did they remain invisible and undetected by the HR and, more importantly, the supervisor?

## PROGRAM OBJECTIVES

- Learn how HR can establish mission-critical internal partnerships within their organization to increase talent retention.
- Learn how to align HR's goals with the organization's plan and implement strategic talent acquisition and retention initiatives.
- Develop key business/performance metrics and utilize tools such as a turnover calculator to monitor/control turnover and add to the organization's bottom line.

## PROGRAM OUTCOMES

- HR will earn instant credibility and sustained confidence with the C-suite by learning how to accurately reflect the true cost of turnover.
- Discover how HR can be a catalyst for creating a culture of engagement and accountability on every level of the organization.
- Influence leadership and staff at all levels to support organizational change even if they are naturally change-resistant.