



# RETENTION

KEY MINDSETS THAT RETAIN TOP TALENT

WORKSHOP

Author and HR professional, Colene Rogers, SHRM-SCP, shares 20 years of HR insight in this workshop by the same name as her book, *Retention: Key Mindsets That Retain Top Talent*. As a former in-house recruiter, she takes attendees on a journey of learning why employees stay or go and what to do to make them want to stay.

## PROGRAM FOCUS

No single department can solve the employee retention issue on their own. It takes a coordinated strategic alliance between the c-suite, supervisors, HR and all departments to develop a comprehensive turnover prevention strategy that strengthens talent acquisition, leadership, talent development and conflict management. This coordinated effort immunizes top talent from leaving by creating a more engaging and productive work environment resulting in higher organizational retention rates.

This workshop, with the same title of Colene's book, *Retention: Key Mindsets That Retain Top Talent*, is for business leaders who recognize that their long-term success is directly linked to their ability to attract, equip, engage and most importantly retain their best and brightest.

## PROGRAM OBJECTIVES

- Identify 5 initiatives that strategically change the culture of trust, communication and engagement within your company for elevated profits and talent retention.
- Calculate the cost of replacing employees at every position in your organization through the use of the Turnover Calculator. This cost information increases HR's power to persuade the c-suite to adopt initiatives that retain employees, making the company more profitable.
- Learn the 4 components of the System of Leadership that enables leaders to maximize their level of influence for greater organizational success.
- Discover techniques to address and manage interpersonal conflict that resolves issues in a timely manner. This reduces conflict's further spread, strengthens and preserves relationships, leading to greater productivity and engagement.