RETENTION

Key Mindsets That Retain Top Talent

Colene Roger's newest keynote presentation is based on her book, *Retention: Key Mindsets That Retain Top Talent*. With 20 years of HR experience, she understands that organizations are looking for solutions to find and keep their employees. In this session, Colene takes attendees on a journey through the life cycle that every employee goes through upon entering an organization and the factors that determine their ultimate decision to stay or leave.

PROGRAM FOCUS

Company leaders identify recruiting and retaining qualified employees as their biggest challenge. When you lose your most talented employees it diminishes productivity, disrupts leadership, and reduces morale. This all amounts to an assault on the primary purpose of any business, to make a profit. Companies are looking for solutions but one person can't tackle this problem alone; it must be a company-wide initiative.

The solution lies in understanding that every employee has a mindset about the company they work for which reflects the level of commitment they have for the organization. In this presentation you will learn to identify the dominant mindset employees have for your company and how to positively influence and change it. You will learn solutions that are repeatable and sustainable, designed to improve your employee's work experience so they continually say "I want to work here."

PROGRAM OBJECTIVES

- Learn the 4 mindsets that reveal the level of commitment you can expect from any employee.

- Learn how to discover the mindset of your employees and forecast future job vacancies

- Discover the true cost of turnover and how to calculate it per position.

- Learn the 5 components of Retention Architecture that any company needs to retain more of their employees.

- Learn the 5 desired outcomes produced by Retention Architecture that can transform you into the company employees never want to leave.