

Retaining Winning Talent

Taking productive steps to retain team members



Retaining Winning Talent provides managers with skills, tools, and a research-based approach to surface individual team members' retention needs, increase the level of commitment from team members, and, most

importantly, develop and implement a *Retention Action Plan* designed to increase retention for the entire team.

This program focuses on one of the most important assets of any organization—its team leaders and their impact on retaining key team members.

Objectives

Participants completing *Retaining Winning Talent* will be able to

- Describe the severity of the talent shortage and calculate the costs of attrition.
- Identify attrition risks in their own team.

- Identify what motivates team members and how to build their commitment.
- Use the STARS Model to identify specific retention practices they can personally apply with their team members.
- Conduct a discussion with team members to surface retention needs.
- Intervene when they see “early warning signals” exhibited by team members.

Offered in Classroom Formats.
Classroom Time: 8 hours
Online Time: 2 hours

Solution

Assessing the risks of losing a valued team member.