

Taking
productive
steps to retain
team members

Assessing the
risks of losing a
valued team
member

Retaining Winning Talent

Purpose

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.

The Training

Offered in Classroom, Online, or Blended Formats

Classroom Time: 8 hours, Online Time: 2 hours

Supported by realistic video, PowerPoint and participant workbooks

Leader's Guide plus pre- and post-training tests and applications tools

