

Engaging Today's Employees

A 4-Part Process to Maintain & Retain Your Talent

Training | Keynote



Part One - "Management Strategies to do What Matters Most"

Agenda

- Importance and impact of employee engagement and retention to the bottom-line
- Understand what employees want from their employers and vice versa
- Video: *I Wish My Manager Would Just...*
- Personal Profile: Work Expectations, Transforming Attitudes
- Prioritize and explore 10 job factors affecting productivity, performance and satisfaction:
 - Structure - Diversity - Recognition - Autonomy
 - Environment - Expression - Teamwork - Stability - Balance - Career Growth
- Identify and implement over 79 specific retention strategies to understand, manage and meet your employee's expectations
- Discuss the roll-out process

Target Audience

Supervisors, Department managers and Team leaders

Typical Uses

Organization, supervisory and management development. Empowering employees. Building relationships between management and employees.

Ideal Size

Up to 35 people

Length

Keynote: 90 minutes

Training: 4 hours

Materials Options

Deluxe: Handouts and *Work Expectations Profile* at \$30 per person

Regular: Handouts at \$3 per person

Part Two - "What Matters Most to YOU?"

Agenda

- Prioritize and explore 10 job factors affecting productivity, performance and satisfaction:
 - Structure - Diversity - Recognition - Autonomy
 - Environment - Expression - Teamwork - Stability - Balance - Career Growth
- Develop strategies to communicate, manage and meet employees' expectations.
- Discuss the data collection process.
- Turn in your expectations and creative ways to motivate and retain quality employees.

Target Audience

All Employees

Ideal Size

No Limit

Length: 2 hours

Material Options

Handouts and *Work Expectations Profile* at \$30 per person

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Part Three - "A Focus on Matters Most to You"

Agenda

- Discuss the "My Discovery" sheet
- Develop strategies to meet the employee's expectations

Target Audience

Managers with Supervisors and Supervisors with Employees

Ideal Size

One-on-One

Length

1 hour

Material Options

The completed handout and Work Expectation Profile from Part I or II.

Part Four - "Action Planning to do What Matters Most"

Agenda

- Review the results of Part III
- Compare data in several ways
- Company summary
- Department(s) summary
- Summarize your understanding of your employees' expectations and suggestions
- Develop an action plan to address issues from a corporate, facility or department perspective

Target Audience

The same group from Part I

Ideal Size

The same as Part I

Length

4 hours

Material Options

The completed handout and Work Expectations Profile at from Part I or II.