

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...*
- Understand generational differences of work expectations
- 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

Handouts

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
- Understand generational differences of work expectations
- 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

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Part Three – “A Focus on Matters Most to You”

Agenda

- Discuss the “My Discovery” sheet
- Understand generational differences of work expectations
- Develop strategies to meet the employee’s expectations

Ideal Size

One-on-One

Length

1 hour

Target Audience

Managers with Supervisors and Supervisors with Employees

Material Options

Handout

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
- Understand generational differences of work expectations
- 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

Handout.