



# Engage and Retain TALENT Workshop

## Full or 1/2 Day Modules – Leaders, Managers & People Managers

*Managers and leaders will be able to cause each person to perform at his or her best and create a place they want to stay.*

**The Engage and Retain TALENT Workshop** will build participants' ability to take action on-the-job to keep all employees fully engaged and contributing to the organization's success.

This hands-on workshop provides participants with a number of proven tools and talent practices targeted at building the capabilities required to engage employees.

By the end of the workshop, participants will have a solid plan, tools, and solutions to take action with their people ensuring everyone performs at their best and chooses to stay.



*Increase performance by 23.5%*

*83% to 98% Take Action!*

*100% Say: Hands-on tools will increase Engagement Levels.*

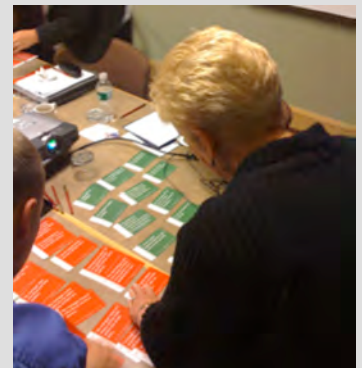


### WORKSHOP RESULTS:

- Engage ALL Employees
- Move employees up to the "Engaged" & "Fully Engaged" level
- Create a place Top Talent wants to stay
- Increase team performance

### Workshop Alignment

The workshop will show the linkage between organization goals, manager accountabilities, and achieving the required talent results (increasing engagement levels, improving performance, creating a place talent wants to stay, lowering new hire turnover, and keeping top talent).



## Workshop Objectives

At the conclusion of the workshop, participants will be able to:

1. Approach each person they are managing to increase engagement.
2. Calculate the impact employee engagement has on operational results and financial performance – see how “taking action” will improve bottom line results!
3. Determine what is “most critical” to engaging each person and identify what the current work situation is really like right now.
4. Connect with each talented employee through a rich, robust One-to-One Dialogue Practice to set the stage for engaging and retaining talent.
5. Develop a plan to implement targeted actions designed to maintain and improve engagement levels within their team.
6. Get hands-on with a set of manager responses (Take Action, Involve, and Manage Expectations) designed to make a difference with each employee.
7. Managers make a difference... experience the manager actions required to increase employee performance, drive engagement and create a desire to stay.
8. Equip yourself with a set of solutions targeted at improving the key manager capabilities and address the top employee “most critical” needs. Participants will get experience using Targeted Talent Solutions.



### Key Practices

**Bottom Line Impact** - Calculate the financial impact of employee engagement and define the impact on operational performance.

**Crack the Talent Code** – Using the Engagement and Retention Cards, determine what’s most critical to engage each person and the impact on the current work situation.

**Proven Manager Talent Practices** (One-to-One Dialogue, Talent Plan, and Engagement Planning) increase engagement levels.

**Talent Accountability** – Outline clear expectations to implement on-the-job and capture what impact gets created.



**Pinpoint the areas which make a difference to engage your TALENT.**



**Plan how to take action back on-the-job.**

For more information about this workshop please contact us:

**Send Email:**  
Workshops@KeepPeople.com