

GROWTH PLAN



AREAS FOR GROWTH:

- Retention*
- Engagement*
- Productivity*

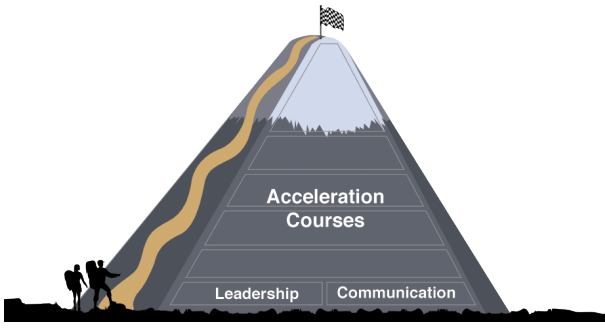
Based on your Health Check, we've identified **retention** as an area for growth at your company.

Why does employee retention matter? There's a high cost every time an employee leaves your organization – both a financial cost and a cultural cost. Turnover (especially of key team members) can have a ripple effect throughout the organization, affecting:

- Productivity
- Commitment
- Revenue
- Engagement
- Morale
- Profit

RECOMMENDATIONS FOR YOUR COMPANY:

- Conduct exit interviews with employees that leave. These might be painful, but will give you insight into what might be missing.
- Meet as a leadership team and discuss any common themes or concerns that came out of the exit interviews. What can be done to address these issues?
- Employee retention starts at the management level. The #1 reason employees leave is because of their direct manager. Commit to developing your managers and address your turnover issue at the source.
- Develop your managers with the following **10 Leadership Essentials courses** (recommended to be taken in this order). **Delivery options:** Classroom, online, or blended.
 - *Essential Skills of Communicating*
 - *Essential Skills of Leadership*
 - *Communicating Up*
 - *Supporting Change*
 - *Coaching Job Skills*
 - *Delegating*
 - *Developing Performance Goals & Standards*
 - *Providing Performance Feedback*
 - *Managing Complaints*
 - *Resolving Conflicts*



GROWTH PLAN, CONTINUED

- After these 10 Leadership Essentials courses, ensure you are hiring (and retaining) the right people with the **Hiring Winning Talent** course.
- Review compensation and benefits annually to ensure you are aligned with the market. Verify that your bonuses are fair and rewarding the right activities and results.
- Demonstrate to your employees that you are invested in helping them grow with training, mentorship, new responsibilities, and advancement opportunities.
- Today more than ever, employees want to feel strongly connected to a company's culture. Brainstorm how can you reinforce your culture and immediately recognize employees that exhibit your values.

Want help? Think of us as your turnkey solution to leadership and management training. That's one less thing on your "to do" list!

Schedule a "Growth Plan" call