

GROWTH PLAN



AREAS FOR GROWTH:

- ☒ *Retention*
- ☒ *Engagement*
- ☒ *Productivity*

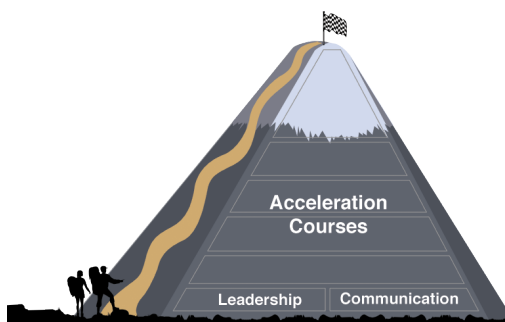
Based on your Health Check, we've identified **retention, engagement** and **productivity** as areas for growth at your company.

Why do retention, engagement and productivity matter? There's a high cost of losing team members, as well as having an unengaged and unproductive team. Low retention, low engagement, and low productivity can have a ripple effect throughout the organization, affecting:

- Customer Satisfaction
- Engagement
- Morale
- Revenue
- Safety Incidents
- Quality (defects)
- Longevity
- Scalability

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.
- Deploy a specific, relevant, and actionable employee engagement survey.
- Meet with the leadership team once a quarter and set 3-5 critical company goals for the next 90 days (make sure each goal is S.M.A.R.T. and has a single person who is ultimately responsible to get it done).
- Employee engagement, productivity and retention start at the management level. The #1 reason employees leave is because of their direct manager. And managers account for 70% of the variance in employee engagement. Commit to developing your managers to address these issues at the source.
- Develop your managers with the following **12 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*
 - *Coaching Job Skills*
 - *Delegating*
 - *Developing Performance Goals & Standards*



GROWTH PLAN, CONTINUED

- *Providing Performance Feedback*
- *Supporting Change*
- *Managing Complaints*
- *Improving Work Habits*
- *Resolving Conflicts*
- *Effective Discipline*

- After these 12 Leadership Essentials courses, ensure you are hiring (and retaining) the right people with the **Hiring Winning Talent** and **Retaining Winning Talent** courses. Having the right team to begin with is the other critical piece to reducing turnover.
- Finally, empower your managers to motivate their team with the Motivating Team Members 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.
- 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.
- Retake the employee engagement survey. Did the results improve?

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

Contact the Vital Learning partner who sent you this Health Check to schedule a Growth Plan call!