

# GROWTH PLAN



## AREAS FOR GROWTH:

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

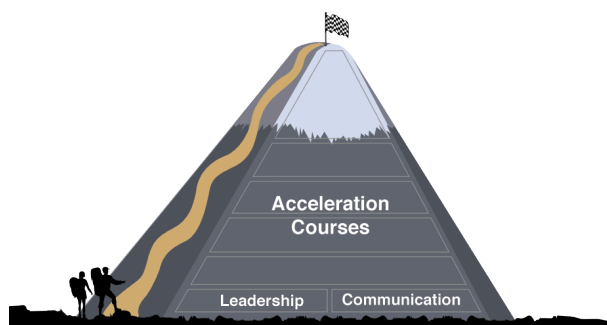
Based on your Health Check, we've identified **retention** as an area for growth at your company.

**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

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- ☐ 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!

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