



Module 4 - Retain Your Best Talent and Achieve Excellence



Reasons to Attend

The key factor for achieving organizational goals is their workforce. Enterprises and organizations are increasingly recognizing the need to implement motivational and engaging strategies to keep their employees. Whether it is your employees are working remotely or not, retaining the best employees is high on the priority list for organizations today. The course will help you define strategies to encourage your best employees to stay and to establish a career goal with them. You will be able to use five key management practices for motivating employees and to enhance individual and group productivity.

Course Methodology

The course is designed for both individuals and companies. It is divided into independent modules and is adjusted to the number of attendees. In a group course, attendees gain all motivational strategies through role-lays, group activities, and cases that are included for each module to strengthen participants' ability to transfer the knowledge into the work environment. Awareness building, skill-building, and reflection times are carefully designed to ensure the right impact.

Content

1. Make almost every day as important as day one

The onboarding process is your first impression to engage with a new employee, but building a relationship with your employee, certainly does not end there. It is also important to acknowledge how negative onboarding experience can affect your organizational goals and outcomes. Whether you already have an Employee Experience Plan in place that you want to improve, or you're about to design one from scratch, it is important to have it, as that is what can help your company become a place where employees want to show up, instead of need to show up.



2. Optimize your benefits

Nowadays perks are the icing on the cake when you're wooing applicants. A competitive benefits package is typically second only to salary when it comes to employee satisfaction. But an important factor to keep in mind is that a one-size-fits-all benefits program will likely backfire with the now five generations in the workplace. A targeted benefits program is the way to go. Having the right benefits programs in place will most certainly improve engagement.

3. Align organizational and employees' goals

By aligning company goals with employee (or personal) goals, an organization can be more productive throughout the year, including the holiday season. The following are five methods to align these goals for mutual success: clear company goals, communicating the company strategy and vision relentlessly, employees setting their own goals within the company framework, focusing on attaining goals and hiring for cultural fit.

4. Recognize your employees' hard work

Everybody likes to be appreciated and thanked for their hard work. Recognizing your employees for a job well done is an important part of helping to ensure continued employee engagement. Your top talent is no different. And remember, the most memorable recognition to an employee comes from their managers.

5. Make professional development a top priority

Ensuring that professional development and growth is a top priority at your organization will lead to top talent sticking around. By strategically and cost-effectively creating, managing, and delivering training to employees, you can improve employee engagement and retention. There are some key areas to consider to acquire skills that would lead to results: communication, collaboration, conflict resolution, organization, adaptability and any development that will make you more successful and healthier as an organization, should be prioritized and consistently implemented.

6. Encourage collaboration

Retention is one of the critical components to creating an effective people management strategy. Demonstrate collaborative behavior yourself and create a collaborative, healthy place where employees feel that interactions with leaders and colleagues is something valuable and generously offered. Start with understanding your company culture and strategies. When



individuals collaborate, each person has an opportunity to contribute their best ideas and efforts, ultimately making each team more productive.

Course Objectives

By the end of the course, participants will be able to:

- Align organizational and employees' goals ✓
- Enhance individual and group productivity ✓
- Understand how the qualities of autonomy, relatedness and competence influence employees' sense of well-being and motivation ✓
- Understand success factors: attitude, pro-activity and responsibility ✓

Target Audience

HR team members, 1st and 2nd managers, team leaders, and other stakeholders and decision-makers who want to build a positive work culture in their organizations and retain their talent.

Certificates: By the end of every course, attendees will be awarded a certificate for successful attendance or accomplishment, provided by Kitanovski consulting.

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