



Employee retention – 5 effective options beyond „more money“

2-Day-Workshop with an array of tips easy to implement in order to make sure your talents and key people stay

For leaders and HR people

In times of war for talents, employee retention has become a strategic topic for companies. Granting pay raises is something not every company can afford, and furthermore it is a means which does not have a lasting effect. We discuss and work on measures suitable for your employees and work environments, which help you to retain your staff in the long term..

Inhalte:

- Reasons for employee turnover
- Skill shortages, reasons and effects
- Results of successful employee retention
- 3 fields of action to retain your staff
- Your employees: different generations, their needs and expectations
- 5 opportunities for effective employee retention in every day life: easy instructions and adaption of these to your specific needs
- Conflicts as opportunities to move to the next level
- Motivation tools
- The leader in the role of a coach

Methoden:

- Presentations
- Individual and group exercises, group discussions
- Moderated exchange of practical experience
- Learning agreements as a reminder what key points to take away from the seminar and how to implement these in daily life

Ergebnisse:

- You become aware of your responsibility as a leader to retain your staff
- You got to know the different generations in the workplace, what they are like and how you can cater to their needs
- You are aware of the 5 opportunities beyond pay raises you can exploit to keep your talents
- You possess a catalogue of measures you can implement easily in daily life to retain people
- You know how to use motivation tools
- You are able to deal with conflicts in a constructive manner with the effect that you strengthen your relationship with your employees
- You become confident in dealing with your staff in an appreciative manner and in creating a meaningful place to work for them



Ihre Trainerin:

Patrizia Kaiser, HR Manager with 15 years of practical experience across the HR life cycle, sparring partner for leaders; trainer & lecturer, MBA, BA Hons, Founder of HR & Perspektiven

The frame of the seminar

- 2 days, in your company or an external location
- Contents / focal areas can be adapted to your needs
- 3-12 participants
- Price: 3.200 Euro (net) incl. handouts and post-processing
- References on request