

# Retaining Winning Talent

**Losing a high performer is disruptive and costly.**

**Research shows that you will reduce that turnover with  
*Retaining Winning Talent!***

## Remaining Competitive

In today's aggressive business environment remaining competitive is "top of mind" for most executives. To remain competitive, you have to hire truly talented people and then you have to keep them. Turnover is not only costly in terms of replacement expense; it impacts productivity, and it's demoralizing to other team members when they see good people leaving the organization.

### Impact

**Managers and team leaders will be able to**

**Describe** the scope, severity, and cost of attrition.

**Determine** the risk of attrition for each team member.

**Identify** which retention factors motivate each team member.

**Increase** each team member's engagement and commitment.

**Apply the STARS research** to build and implement an effective Retention Action Plan for their entire team.

## The Cost of Attrition

Most team leaders are unaware of the total disruptive and financial nature of the loss of a valued team member. Hidden costs and impacts are often overlooked. For example, a team member doesn't normally just up and leave an organization. A team member actually considers leaving three to six months before resigning, and productivity declines because the individual is no longer a committed team member. This impacts other team members and team morale.

Also, most team leaders need to realize the significant leverage that they have to combat turnover. **Retaining Winning Talent** helps team leaders accept that, in the majority of situations, team members quit their team leader, not their organization. Then **Retaining Winning Talent** helps that leader take productive steps to retain team members.

## Program Description

**Retaining Winning Talent** is an 8-hour workshop that focuses on one of the most important assets of any organization – its team leaders and their impact on retaining key team members.

The program provides skills, tools, and a research-based approach that helps team leaders rate the attrition risk of each team member, surface individual team members' retention needs, increase the level

of commitment from each team member, and, most importantly, develop and implement a **Retention Action Plan** designed to increase retention for the entire team.

## Workshop Overview



### Facilitator Guide

- Complete instruction on how to conduct the workshop.
- Explanatory text for the trainer.
- Sample trainer narrative and facilitation notes.
- Facilitator Resource CD-Rom containing PowerPoint presentation, forms, and additional resources.
- Participant Workbook pages integrated into the facilitator material.
- Complete Retention Action Plan worksheet available.

### Participant Workbook

- Exercises, forms, and skill practice aids.
- Plan to create Retention Action Plan.
- Workbook for future reference.
- Memory Jogger Card providing a handy reminder of the workshop's skill points.

## About Vital Learning

Vital Learning's award winning programs have successfully helped organizations develop supervisors, leaders, and front-line managers for over 20 years. We offer the most comprehensive and practical curriculum for building the management skill set required by 21<sup>st</sup> century managers.

Our customers tell us that our training works so well because it enables team leaders to make the changes in management behavior and improve business results. Let Vital Learning help you take the first step toward developing successful managers and more productive and profitable teams.

**Retaining Winning Talent** participants have also benefited from these other Vital Learning programs available in Classroom, Online, and Blended versions:

- *Essential Skills of Leadership*
- *Essential Skills of Communicating*
- *Hiring Winning Talent*
- *Developing Performance Goals and Standards*
- *Providing Performance Feedback*



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