

RETAINING TOP TALENT

Sally Brause

Director, Human Resources Consulting
PathShare® HR Services

RECENT PHONE CALL

“I need to fill positions”



TELL ME MORE ...



HELPING YOU GET THERE. GREATAMERICA.

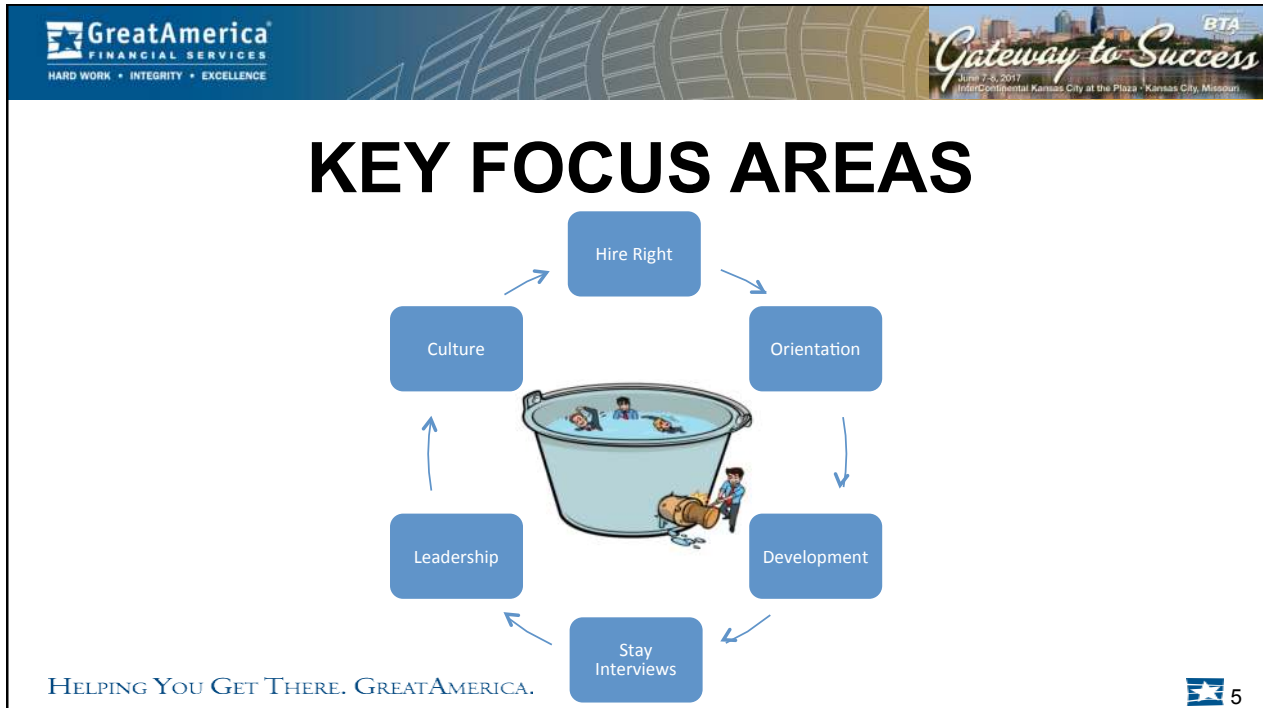


PLUG THE ATTRITION HOLE



HELPING YOU GET THERE. GREATAMERICA.





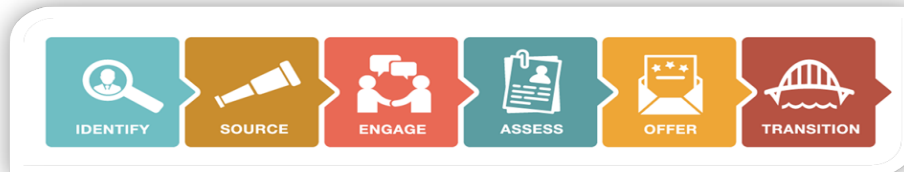
STATISTICALLY ...

80%

OF TURNOVER IS
CAUSED BY MISTAKES IN
THE HIRING PROCESS

*LinkedIn talent trend blogs

HIRE RIGHT



Know what top performance looks like

HELPING YOU GET THERE. GREATAMERICA.



ORIENTATION

- Transition
- Day 1
- On-boarding
 - Fall in love with company first
 - Tell me, show me, coach me
 - Focus on outcomes
 - Know learning styles
 - Feedback

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EMPLOYEE DEVELOPMENT

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9

Stay Interviews

Why do your best employees choose to stay?

Yes!

- Trust builders
- About the employee
- One on one
- Informal but planned
- Open, honest

No!

- PDP
- Training & coaching

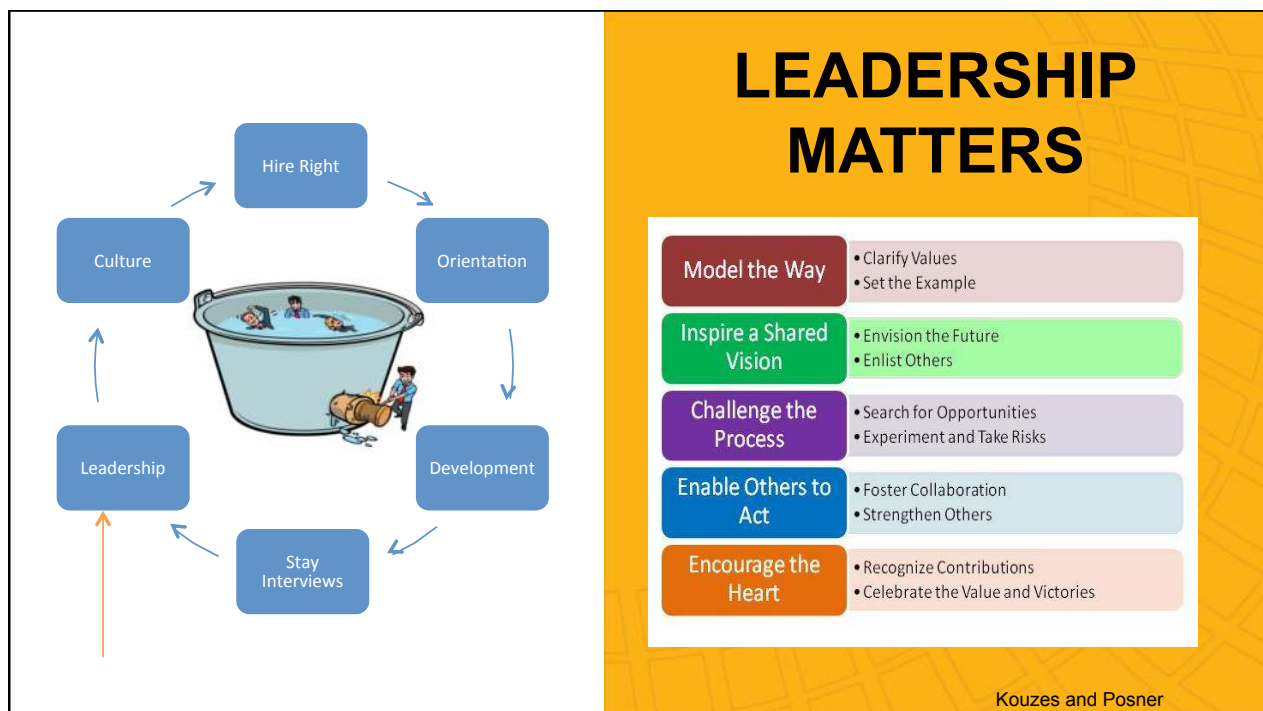
STAY INTERVIEWS

Sample Questions:

- What brought you here?
- What keeps you here?
- What do you enjoy the most? Least?
- What do you wish you had more time for?
- One thing that would make your job even better?
- How do you feel about the development you're receiving?

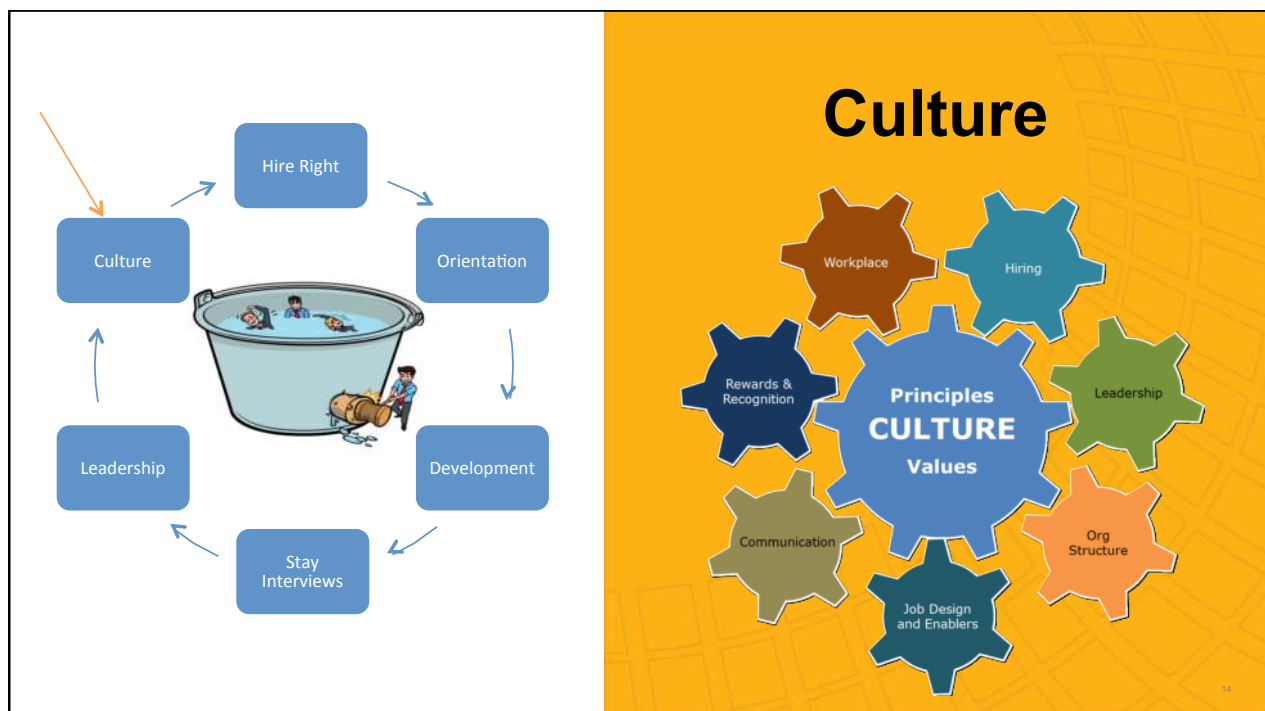
Benefits

- Recognize and appreciate loyalty
- Care about more than just performance
- Open to make changes to bring more satisfaction



Assessing Leadership

- 360 Reviews
- Informal Conversations
- Skip Level Meetings
- Exit Interviews
- Turnover



THANK YOU

Sally Brause

Director, Human Resources Consulting



866-629-5118



sbrause@greatamerica.com



www.greatamerica.com/pathshare