



Employee Retention

Welcome!

Objectives



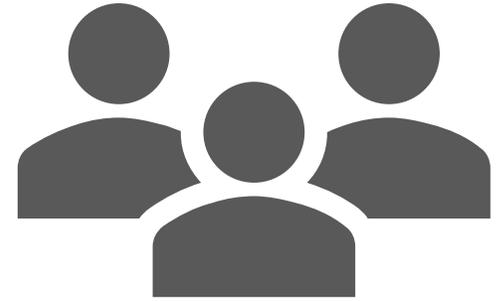
- Discover the importance of promoting an enjoyable work environment and retaining employees.
- Examine strategies for building a positive workplace culture.
- Review methods for retaining part-time employees.





Why Focus on Retention?

- Happier staff
- Happier students
- Better collaboration among staff
- More productivity
- More creativity
- Enhanced recruitment
- Time and cost savings for you as a manager
- Trust among employees





How to Build a Positive Environment



Use Ongoing
and Open
Communication

Set Clear Goals
and
Expectations

Respond to
Staff Feedback

Recognize
Good Work

Motivate Team
Members

How to Build a Positive Environment



Train
Well

Be
Flexible

Be
Inclusive



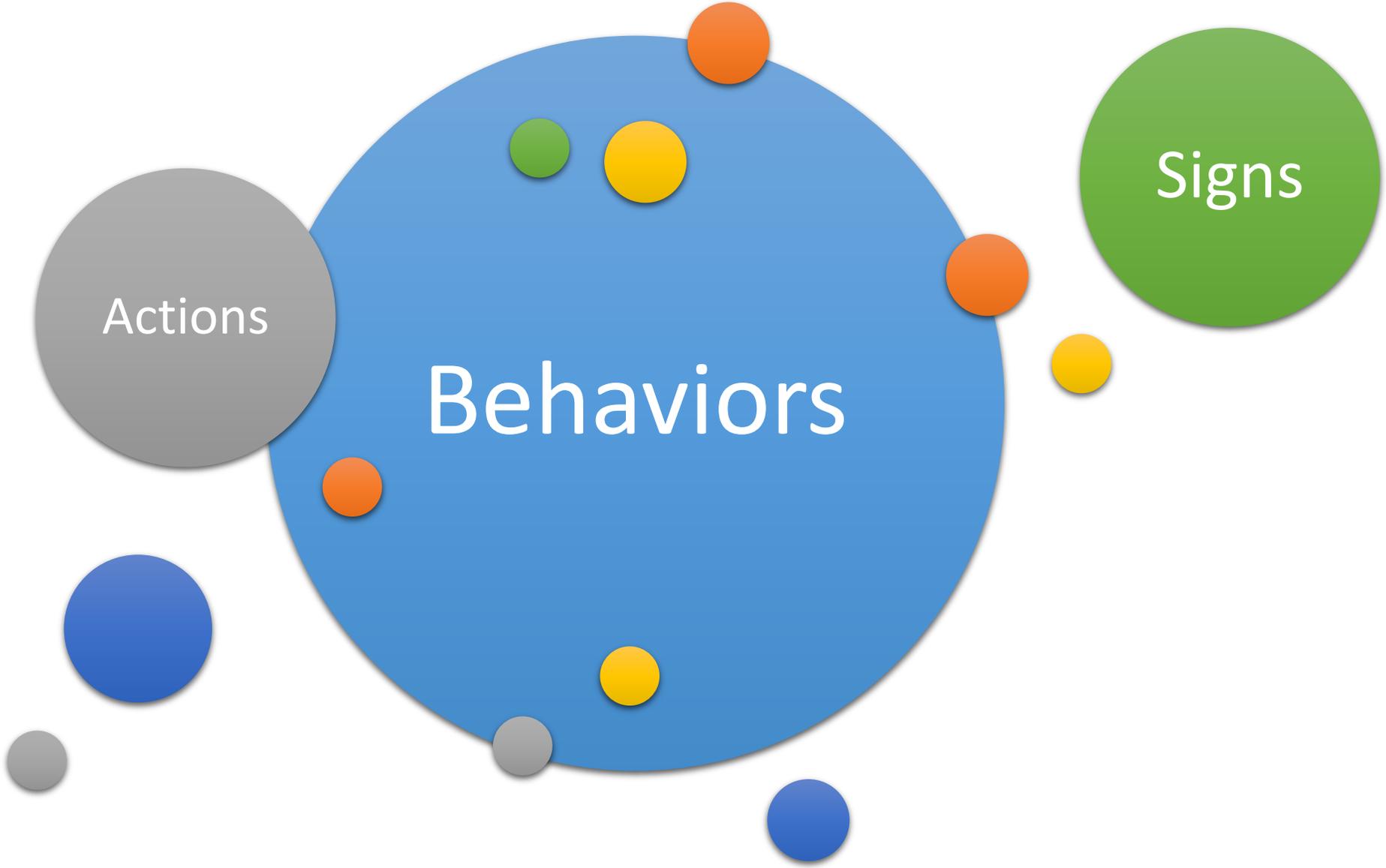
Why Do Employees Stay?

“Train people well enough so they can leave, treat them well enough so they don’t want to.” — Richard Branson





How to Tell Employees Are Unhappy





How to Tell Employees Are Unhappy

What can we do about it?

- Scheduling
- Job tasks
- Staff feedback





Retaining Staff

Acknowledge Barriers

- Tiredness
- Family responsibilities
- Student behaviors

Overcome Barriers

- Breaks
- Consider family
- Train well

Recognize Accomplishments

- Years of service
- Degree/graduation
- Difficult projects





When Employees Leave

What do you do?

- Start thinking about recruitment.
- Finish any outstanding tasks.
- Conduct an exit interview.



Next Steps



- What strategies should we employ to build a positive culture at our sites?
- What can we do to be more successful at retaining employees?

