



**WEBINAR**

## **Slamming the Brakes on Turnover**

Date: **Thursday, March 26, 2020**

Time: **9:00 – 10:30 a.m. CT**

### **Speakers:**

Wes Pruett, Owner | HR Advisors, LLC

### **Cost**

\$195 per connection for NHA members. \$390 per connection for non-members.

*Note: The fee is for one phone line with unlimited participants.*

### **Target Audience**

Human Resources professionals, leaders, managers, supervisors, and organizational development.

### **Course Curriculum**

Turnover has been on the rise and there is no indication that it will slow down. New employees typically decide within the first six months if they will stay and most will leave within three years. Coupled with a tight labor market it is no surprise that turnover and retention are a key business imperative for most industries. Turnover is expensive and disruptive!

But high turnover isn't the case for all businesses and it doesn't have to be that way for you. This webinar will give you ideas and tools that will turn the tide for your hospital or system. You will learn the reasons why people come and go and strategies for slamming the breaks on the constant churning of employees.

Business outcomes, including turnover, are the result of best practices and application of evidenced-based strategies that are shown to make a difference. Our goal is to arm you with ideas that you can put to use to turn the tide.

## Overview:

1. Why turnover matter
2. Know the numbers – measure and assess
3. Hire right
  - a. Hire for best fit
  - b. Job previews
4. Onboarding
5. Work environment
  - a. Employee centered
  - b. Create a community – socialization & culture
  - c. Work-life balance - flexibility
  - d. Mission, vision, values, purpose
  - e. Respectful workplace
  - f. Retention interviews
  - g. Transparent communication
6. Total compensation
7. Performance management
  - a. Recognition and reward
  - b. Clear & reasonable expectations
  - c. Manage poor performance
  - d. Coaching and mentoring
8. Motivation and engagement
  - a. Independence and autonomy
  - b. Employee input and involvement
  - c. Employee growth and development
  - d. Listen to employees
9. Leadership and supervision

## Learning Objectives

At the conclusion of this session, participants will be able to:

1. State how to use realistic job previews to increase retention and assure clear candidate expectations
2. List the 4 C's of best-practice onboarding
3. Explain why stay interviews have the benefit of increasing employee motivation, engagement, development, and empowerment.
4. State the importance of total compensation and how it has the power to dissatisfy but not engage employees
5. Describe why hiring for the best fit to your culture is critical to retention.

6. Explain the key components to employee engagement and motivation and how they are important to retention
7. List the 6 steps to giving effective praise and recognition

## Speaker Bio

Wes Pruett works with small and mid-size companies who want to align their business and employees to create successful outcomes and excellent work environments. He supports companies with a wide variety of HR issues, including performance management, handbook and policy development, and compliance. *He has no real or perceived conflicts of interest.*

The speaker has no real or perceived conflicts of interest that relate to this presentation.