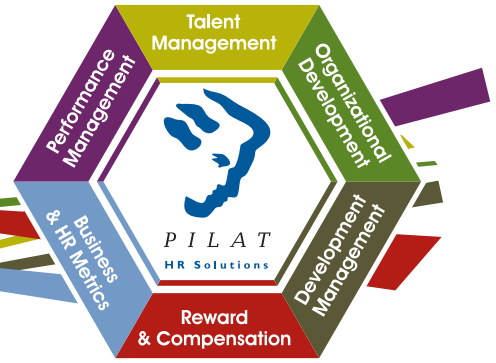


Engaging & Retaining Employee Talent



HALF DAY TASTER SESSION | DATE: 15 NOVEMBER 2007 | VENUE: NATIONAL LIBERAL CLUB, LONDON



ENGAGE employees to perform at their highest level

RETAIN employees to support the business strategy

ATTRACT the employees required to prosper long-term



The purpose of this taster session is to build participants' ability to take action on-the-job to keep all employees fully engaged and contributing to the organisation's success.

Who Should Attend

This workshop is designed to help Leaders, Managers, HR Professionals and Training & Development Leaders implement the solutions required to engage and retain employee talent.

Workshop Process

Participants will get hands-on experience with a number of proven talent solutions targeted at building a solid understanding of what it takes to engage and retain employee talent.

By equipping participants with the tools needed to take action and impact the organisation's human capital results, participants are able to implement the actions that will make the greatest impact on their organisation's performance.

Results

The workshop is designed to directly impact employee engagement, performance and retention. All participants will be equipped with pragmatic talent solutions that they can immediately implement into their work environment in order to impact the organisation's human capital results and bottom line performance.

Learning Objectives

By the end of the workshop, participants will have knowledge of the following:

- Describe the underlying concepts impacting employee engagement and retention.
- Measure how Talent results impact the bottom line of an organisation.
- Determine the link between employee engagement and business performance.
- Outline what is "most critical" to engage and retain each individual employee.
- Assess the current performance of the organisation, a team, or an individual employee on the critical Talent variables.
- Understand why people disengage and leave organisations to determine the length of service intentions.
- Utilise the Talent Strategy Grid to prioritise the time and resources needed to impact Talent results.
- Perform a rich, robust one-to-one dialogue with employees to identify the factors impacting employees' engagement and retention.
- Develop a Team Member Talent Plan to determine the actions needed to impact an employee's performance and desire to stay with an organisation.
- Use the Team Talent Plan to identify actions that can leverage team strength and build on their weakness.
- Outline the manager accountabilities needed to impact employee Talent results.
- Complete a self-assessment on the critical manager actions impacting employee engagement and retention.
- Utilise the Fast Action Development Guide to identify actions that can be taken in 48 hours, 7 days, 30 days and 90 days to deliver human capital results.



Workshop Outline

Engaging & Retaining Employee Talent: Half Day Taster Session

Introduction

- Review the workshop's purpose, goals and deliverables

Core Concepts

- Outline the critical Talent results and organisation needs
- Define the employee engagement levels
- Describe how "FIT" impacts employee engagement and retention

Bottom Line Impact of Talent Results

- Calculate the total cost of turnover
- Outline the financial impact of employee engagement

Cracking the Talent Code

- Identify what is "Most Critical" when engaging and retaining employees
- Assess the organisation's current performance

One-to-One Dialogue

- Review the one-to-one dialogue process
- Practice creating a rich, robust one-to-one dialogue

Team Talent Plan

- Learn the framework for the Team Talent Plan
- Identify solutions to leverage team strength and build on team weaknesses

Team Member Talent Plan

- Learn the framework for the Team Member Talent Plan
- Practice applying the three manager responses to team member examples

Manager Role in Impacting Talent Results

- Outline the critical manager accountabilities needed to impact Talent results

Developing Capabilities

- Perform a self-assessment
- Complete a manager capability profile
- Create an action plan for a selected manager capability

Wrap-Up

- Outline how to take action back on-the-Job

Talent Toolkit®

Hands-on Tools and Resources

To help participants build their capabilities and take action with their employees and team, each workshop participant receives a Talent Toolkit®.

The Talent Toolkit® provides hands-on tools and resources to help participants deliver Talent results and drive their organisation's performance.

Talent Toolkit® Components

Below are just a few of the components within the Talent Toolkit®:

Human Capital Practices

A set of best practices to impact individual, team and manager performance.

Talent Strategy Guide

A tool used to assess the organisation's current talent initiatives, as well as identify actions the organisation and leaders must take to drive human capital results.

Team Member Talent Plan

A simple framework to outline what managers will do to take action, involve the employee and manage expectations.

Team Talent Plan

A simple framework to help each team leverage a strength and build the capabilities needed to impact talent results.

Retention Cards®

A hands-on tool that captures the variables impacting why people join, engage and stay in organisations.

Fast Action Development Guide

Targeted actions that build seven manager capabilities needed to impact employee and team performance.

Manager Talent Performance Model

A process to clarify how managers contribute to a successful Talent strategy and overall Talent results.



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