

“Keep Your People”

A 330TALENT LEARNING & DEVELOPMENT WORKSHOP

*Practical Retention Strategies for Early-Career
and New FQHC Managers*

Keep Your People is an interactive workshop designed to empower early-career and new FQHC managers with practical strategies they can employ immediately to better engage with staff.

- ✓ Employee **turnover** is one of the costliest challenges a company can face. This is why working to ensure your people stay should be a top priority.
- ✓ Outside of pay and benefits, have you thought about what makes your health center a desirable place to work, and how your managers can contribute to employee **retention**?

The Goal of This Workshop:

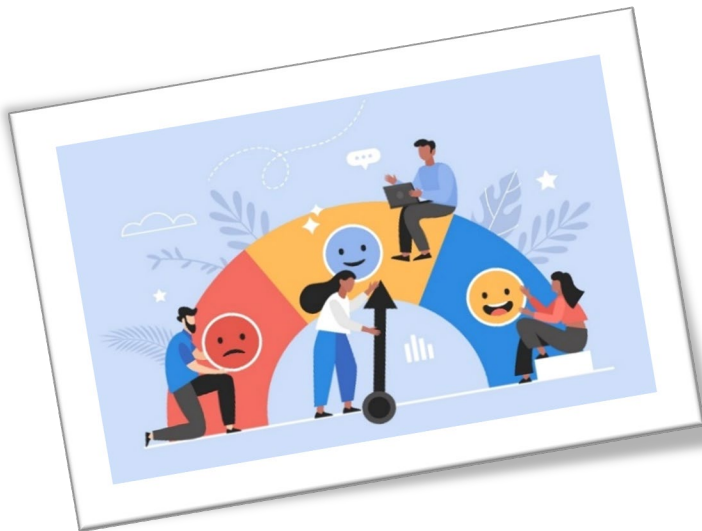
Create an environment where the likelihood of staff leaving is decreased by focusing on what Managers can control.

Who Should Attend:

Managers with two or fewer years of management experience.

How Training is Conducted:

Online four-hour interactive workshop.



In people management, your currency is **time**.
The more you spend, the more you get in return.



What You'll Learn:

- ✓ How to focus on what you can control as a manager and what you can't
- ✓ How to invest in your people so they invest in your health center
- ✓ How to increase the likelihood of your people staying engaged longer
- ✓ How to develop a plan to help your people focus on their future
- ✓ How to influence senior management on topics of concern, and much more!

Workshop Outline:

Our 4-hour interactive workshop is comprised of the following topic areas:

1. **Introduction**

- Welcome & Participant Introductions
- Workshop Goals

2. **Why Retention Matters**

- Group Discussion: The costs and impact of employee turnover.
- Outcome: Understanding why retention is essential.

3. **Root Causes of Turnover**

- Exploration: Understanding the common reasons for turnover.
- Breakout Session: Discuss what can and cannot be controlled as a manager.

4. **Your Role as a Manager**

- Breakout Session: Discuss specific areas you can influence.
- Group Discussion: Identify practical actions to improve each area.

5. **Management: Heroes and Zeros**

- Group Discussion: Lessons learned from past management experiences.
- Personal Reflection: Understanding behavior change commitments you can implement.

6. **Management Excellence & Investing in People**

- Group Discussion: How to "invest" in your employees.
- Breakout Session: Explore practical ways to invest time and effort in supporting employees.

7. **Creating Mutual Benefit**

- Individual Exercise: Opportunities to benefit employees and the department.
- Outcome: Align employee growth with departmental needs.

8. **Summary, Reflection, and Wrap-Up**

- Review Key Learnings: Reflect on major takeaways.
- Next Steps & Resources: Materials for continued learning.

Attendance & Cost:

- ✓ Cost: \$395 per attendee
- ✓ Sending 3 or more attendees? Email Rob (rob@330Talent.com) for special pricing.
- ✓ Class size is limited to 12 people

How to Register:

Visit the Learning & Development page on the 330Talent website: www.330Talent.com/Learn

Need to cancel? No problem – see our cancellation policy on the Learning & Development page.

