VITAL LEARNING™

RETAINING WINNING TALENT®

Losing a top performer is disruptive and costly.
We can help you attract and retain your best talent.

In today's aggressive business environment, remaining competitive is imperative to success. Thus, organizations must hire truly talented people — and then they have to keep them. Turnover is not only costly in terms of replacement expense, but it also affects productivity. Furthermore, it can be demoralizing to other team members when they see good people leaving the organization.

RETAINING THE BEST EMPLOYEES BRINGS SUCCESS

Most supervisors, team leaders and managers are unaware of the disruption and cost that the loss of a valued team member can cause. However, team members don't normally just up and leave an organization. They actually consider leaving three to six months before resigning, and their productivity declines because they are no longer committed team members. Leaders must realize the significant leverage they have to reduce turnover and keep their best team members at the organization.

The Vital Learning Retaining Winning Talent® program provides leaders with the tools necessary to understand their effect on employee retention and to retain their best performers. The seminar teaches productive, proactive steps that leaders can take to keep their best employees happy and dedicated to their jobs.

Retaining Winning Talent focuses on one of the most important assets of any organization — its team leaders and their impact on team members. The program provides skills, tools and a research-based approach that helps leaders rate the attrition risk of each team member, discover individual team members' needs, increase commitment from team members and, most importantly, develop and implement a retention action plan designed to increase employee retention.

Throughout the seminar, managers review case studies, participate in group discussions, practice new skills, and receive immediate feedback. The program provides them with implementation tools, a troubleshooting guide and additional resources to help them apply the skills they have learned on the job.

ESSENTIAL COURSE MATERIALS

Retaining Winning Talent ® is available in classroom format to accommodate any organization or type of business. Each seminar includes the following course materials:

Facilitator Guide

- Provides complete instructions about how to conduct the seminar
- Supplies explanatory information for the trainer, sample trainer narrative and facilitation notes
- Includes the facilitation resource CD-ROM, which contains a PowerPoint presentation, additional resources, reproducible pages and complete retention action plan worksheet

Participant Workbook

- Provides exercises, forms and skill practice aids
- Retention action plan worksheet
- Offers a job aids section with tools and resources for applying seminar skills
- Includes a Memory Jogger Card™, which gives leaders a handy reminder of the seminar's skill points

ABOUT VITAL LEARNING

Vital Learning's training seminars teach managers, supervisors and team leaders in any industry to use basic human relations skills to motivate and lead their employees with finesse and respect. By improving team leader–team member relations, organizations can improve productivity, enhance employee motivation and retention, and develop employee work habits and potential. Vital Learning's seminars are available as classroom sessions, online sessions, or a combination of classroom and online sessions.

Based in Omaha, Neb., Vital Learning provides seminars based on McGraw-Hill Training Systems, which Vital Learning acquired in 1989. Throughout the past two decades, Vital Learning has worked with industry experts to enhance and develop its training seminars, bringing an industry-leading product to the marketplace. Let us show you what our products can do for your organization.

Retaining Winning Talent and Memory Jogger Card are trademarks of Vital Learning.

BENEFITS OF RETAINING WINNING TALENT®

Organizations can offer this seminar in classroom format.

Program is designed for six to 18 participants to complete in eight hours.

Seminar participants receive hands-on experience practicing the program's skills and methods.

Participants learn the scope, severity and cost of attrition.

Participants learn to determine the risk of attrition for each team member.

Participants learn to identify which retention factors motivate each team member.

Participants learn to increase each team member's engagement and commitment.

Participants learn to build and implement an effective retention action plan for the entire team.

FOR PURCHASING INFORMATION
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