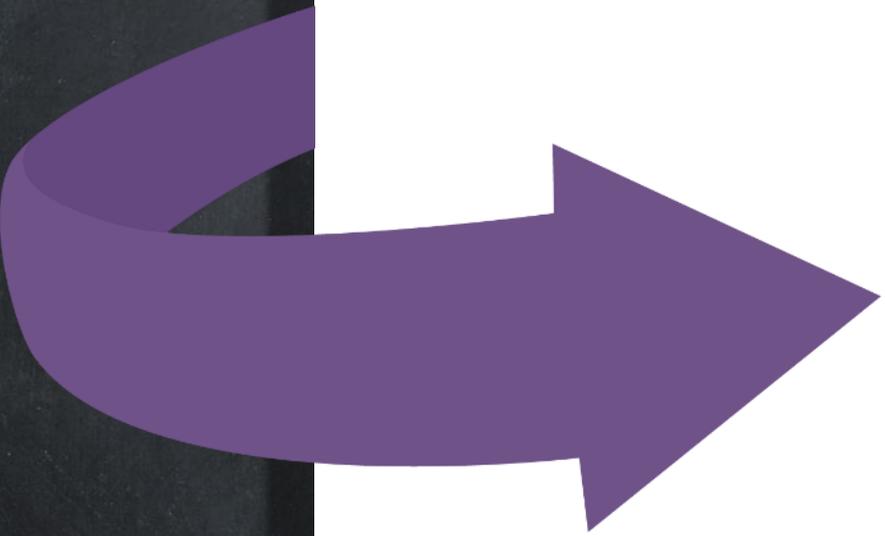
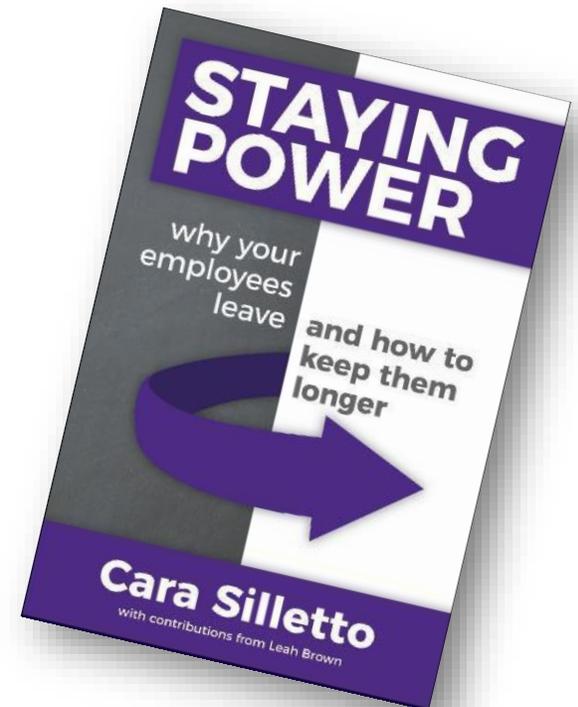


Staying Power:

How to Keep Employees Longer



Shelonda Darling
Retention Strategist
WeReduceTurnover.com



**FOR
SALE**

***Now
Hiring***



The Market

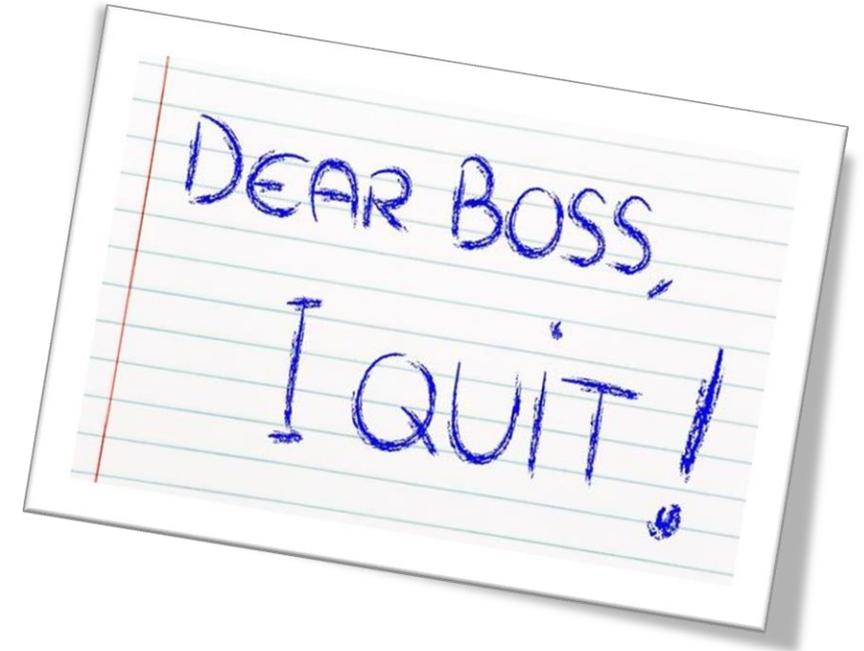
Where'd the Workforce Go?

- Fear of Covid exposure remains for vulnerable
- 3M women left workforce (Childcare/school still impaired)
- 2M Boomers retired early (+ millions on time)
- Minimal workforce immigration
- Rampant comparison of compensation and workloads

Who's the Real Flight Risk?

What keeps people?

Not a generational issue!



EVERY new hire is a flight risk!

Who's the Real Flight Risk?



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Is This Your World?

What % of your current staff is on each side?



How about in
5-10 years?





Are We Prepared?



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MagnetVault.com



Access
Retention Tools
& Templates
Mentioned Today



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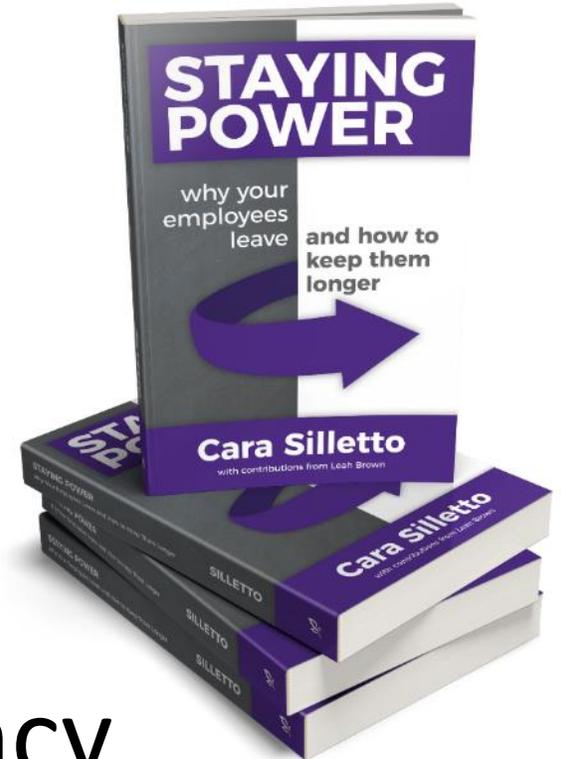
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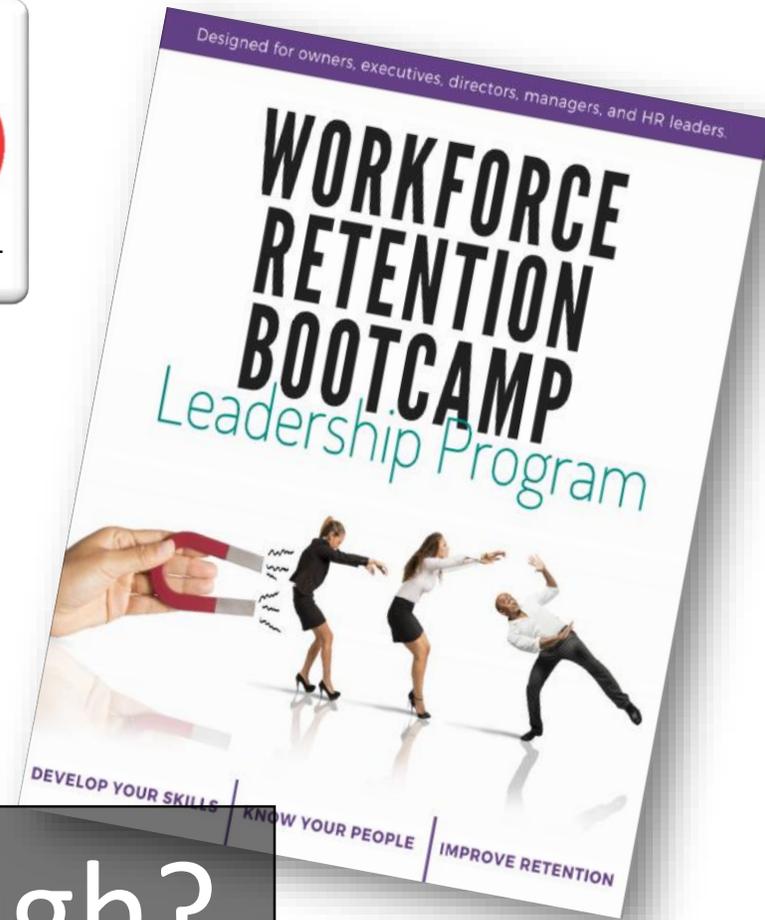
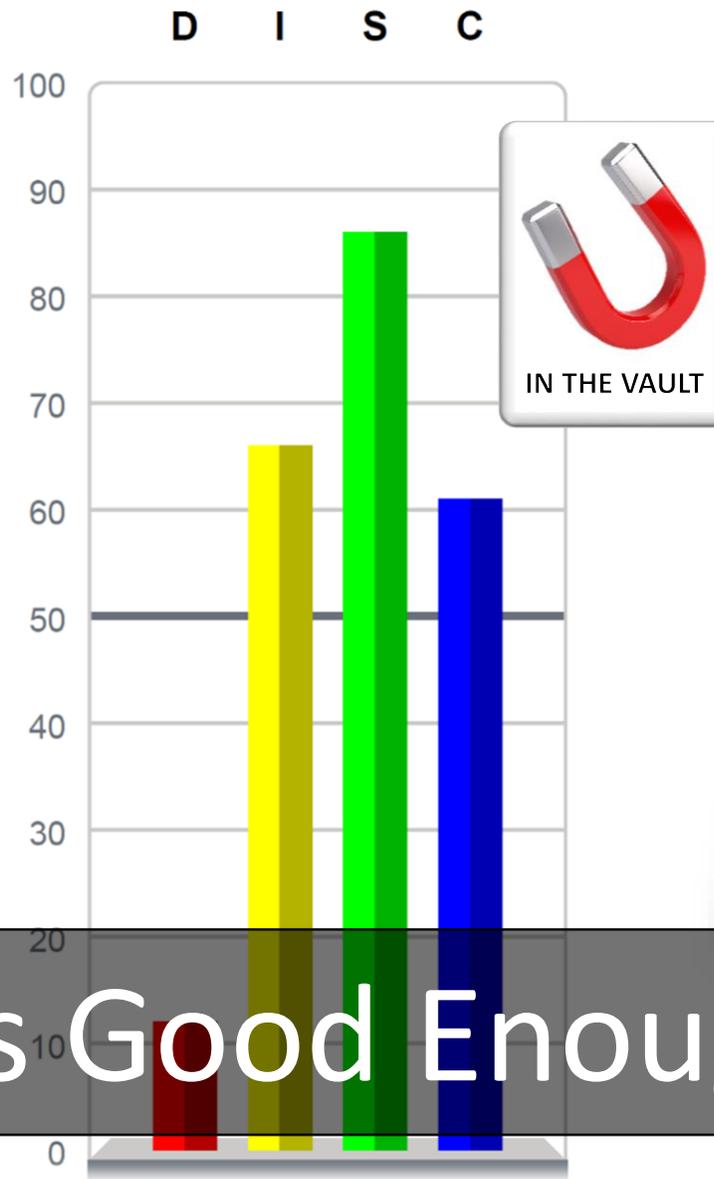
Be a *M.A.G.N.E.T.* Employer



Management Effectiveness
Attraction & Recruiting
Guidance upon Entry
New Staffing Models
Empowered Champions
Trust through Transparency

6 SHORT WEBINARS
AVAILABLE AT:
MagnetWebinars.com





Are Your Leaders Good Enough?



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**Include training
and mentoring
in existing meetings**

Genuinely Check In





Appreciate
ANY Job
Well Done!

What do
YOU do to

KEEP

your people?



MagnetVault.com

Download
Retention Tools
& Templates



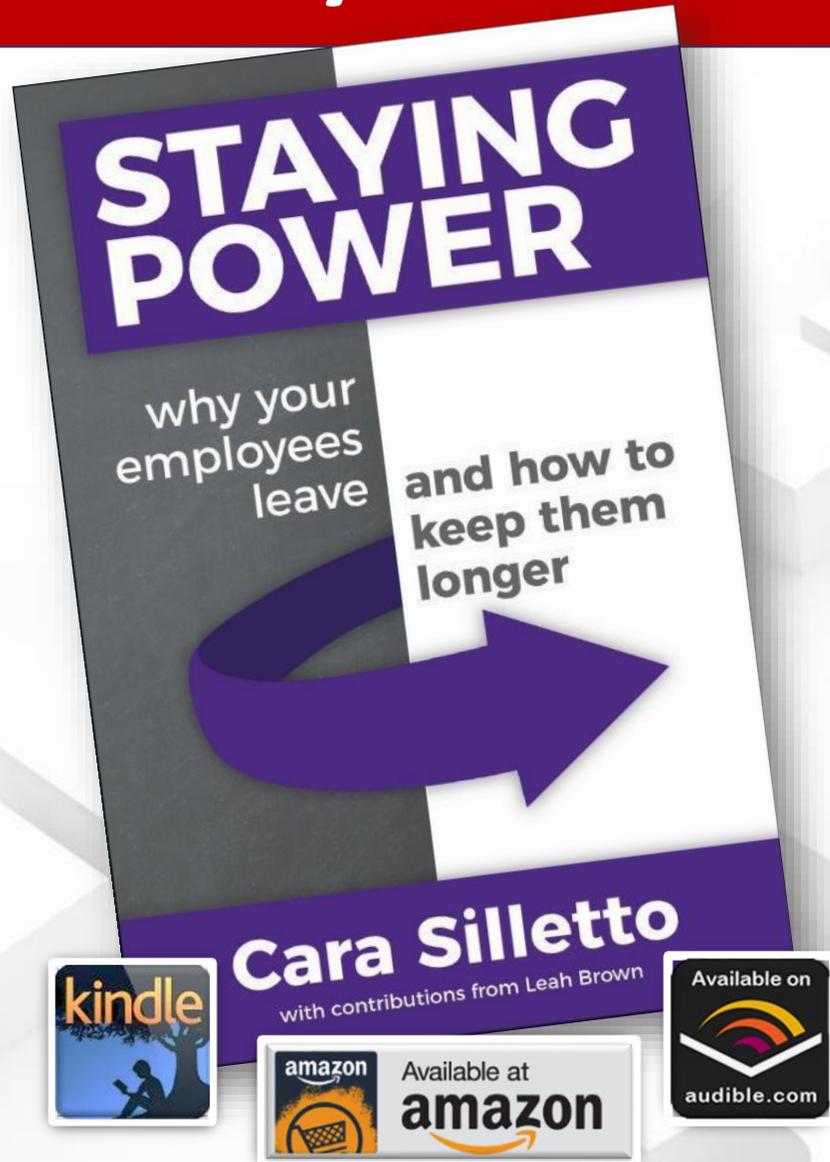
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Communicate Your Expectations



Stay Connected – Stay Informed



Shelonda Darling

WeReduceTurnover.com





Realistically, how attractive are we?



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Professionalism & Work Ethic...

Are Subjective.



Don't Assume Why People Quit!

Managers Thought:

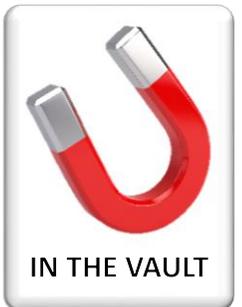
- Better pay
- Consistent schedule

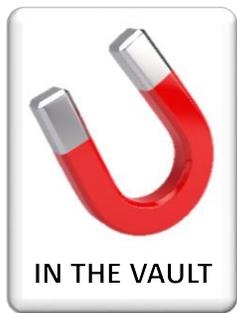


Drivers Said:

- No staff meetings and no communication
- The bosses are degrading and play favorites
- The truck you get as a rookie is a joke

“Why People Leave When” Timeline





Retention Task Force & Specialists



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The Cost of Turnover



Front Line
\$2,000 - 5,000

Office & Mgmt
\$15,000 - 25,000



Is their
onboarding a
positive
experience?





Which roles are now considered stepping stones by staff?

Flipping the Switch

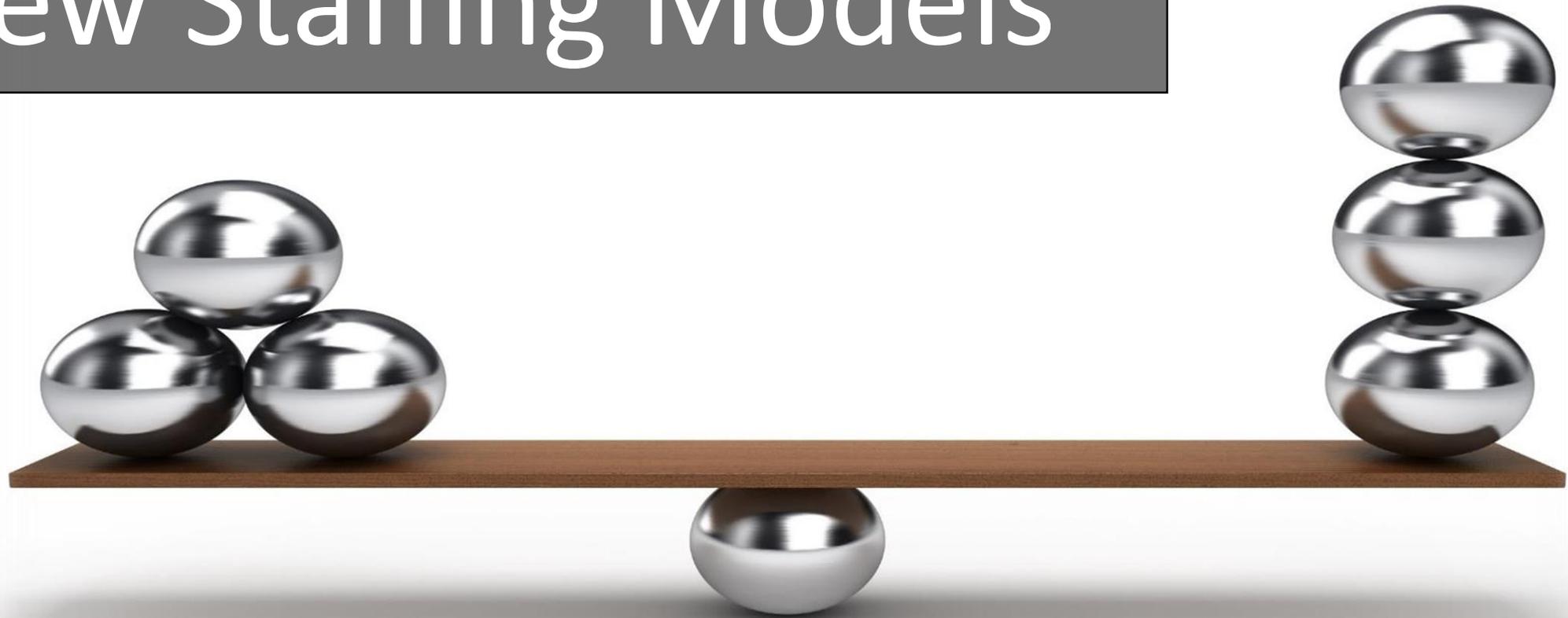


Employee/Employer
Relationship Shifting

Recalibrate Success on
Your Tenure Meter

Maximize the Time
You Have Each Person

New Staffing Models



It's time to re-evaluate workloads, scheduling, advancement!

Consider the Bank Tellers!

