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A MANAGER'S PLAYBOOK

BEVERLY KAYE AND SHARON JORDAN-EVANS

Coauthors of the international bestseller Love Em or Lose Em

Hello Stay Interviews Goodbye Talent Loss A Managers Playbook

Richard Finnegan

Hello Stay Interviews Goodbye Talent Loss A Managers Playbook:

Hello Stay Interviews, Goodbye Talent Loss Beverly Kaye, Sharon Jordan-Evans, 2015-05-18 Stay interviews prevent exit interviews You can t afford to lose them They re your stars and your solid citizens You wonder if they re happy in your organization and what might keep them there To find out you could A Conduct a survey then try to guess who said what B Take note of their latest tattoos Is your company logo among them C Ask What will keep you here The correct answer is C It s the opening line of a great stay interview and it could make the difference between keeping and losing your best people Worried that your talented people will want things you can t deliver like more money or a big promotion Beverly Kaye and Sharon Jordan Evans have a simple four step process for dealing with that Not sure how to get started They provide dozens of suggested questions and icebreakers Think you don't have time They offer all kinds of creative time saving options for where when and how you can do stay interviews Hello Stay Interviews, Goodbye Talent Loss: A Manager's Playbook (Large Print 16pt) Sharon Jordan-Evans, Beverly Kaye, 2015-05-18 Stay interviews prevent exit interviews You can t afford to lose them They re your stars and your solid citizens You wonder if they re happy in your organization and what might keep them there To find out you could Conduct a survey then try to guess who said what Take note of their latest tattoos Is your company logo among them Ask What will keep you here The correct answer is C It's the opening line of a great stay interview and it could make the difference between keeping and losing your best people Worried that your talented people will want things you can t deliver like more money or a big promotion Beverly Kaye and Sharon Jordan Evans have a simple four step process for dealing with that Not sure how to get started They provide dozens of suggested guestions and icebreakers Think you don't have time They offer all kinds of creative time saving options for where when and how you can do stay interviews Hello Stay Interviews, Goodbye Talent Loss ,2017 **Up Is Not the Only Way** Beverly Kaye, Lindy Williams, Lynn Cowart, 2017-09-12 For anyone who has an interest in influencing career growth their own or that of someone else this book encourages readers to be open to ever shifting patterns of opportunities and possibilities so they can create a unique personalized path to a truly rewarding career **Love 'Em or Lose 'Em, Sixth Edition** Beverly Kaye, Sharon Jordan-Evans, 2021-03-02 This sixth edition of the number one bestselling employee retention book in the world over 800 000 copies sold puts a new emphasis on diversity and inclusion but keeps the same appealing format twenty six simple strategies from A to Z Despite booms and busts technology advances talent wars layoffs and even a global pandemic people want what they ve always wanted Employees want and now expect meaningful work supportive bosses regular recognition and a chance to learn and grow And managers want their amazing people to stay for at least a little while longer For two decades this Wall Street Journal bestseller over 800 000 sold has offered twenty six simple strategies from A to Z that managers can use to address their employees real concerns and keep them engaged The authors have gone over every word of the previous edition revising updating and streamlining This edition includes a timely focus on diversity and inclusion

in every chapter For example chapter 6 focuses on family Different cultures view family responsibilities differently so the authors address how to take that into consideration when a treasured employee asks for extended leave to care for a grandparent And a new section called Conversations That Count offers discussion questions for sparking deeper conversation around the topics in the book This new edition will ensure that Love Em or Lose Em will continue to help managers all over the world create a supportive workplace cultureso they can fight burnout and keep the people they can least afford to lose

Recognizing & Engaging Employees For Dummies Bob Nelson, 2015-08-27 Improve engagement productivity and motivation with effective employee recognition Recognizing and Engaging Employees for Dummies gives you the tools and information you need to improve morale productivity and personal achievement with a successful employee recognition program Written by a world leading authority in employee recognition this book walks you step by step through the design and implementation process and describes the incentives that work the behaviors to reward and the mechanisms that must be in place for the program to be effective in the long term You ll learn how to pinpoint the places where engagement and recognition could improve the bottom line and how to structure the reward for optimal balance between motivational financial and organizational effectiveness With clear explanations and a fun friendly style this book is your quick and easy guide to boosting productivity profit and customer satisfaction Most Americans who leave their jobs cite lack of recognition as the driving factor When your employees feel appreciated they stick around work harder achieve more and drive your business onward and upward This book shows you how to bring that dynamic to your workplace with step by step guidance and helpful advice Design successful recognition programs Create powerful incentives for employees Reduce turnover improve engagement and drive excellence Foster a happier and more productive workplace Happy employees are productive employees They get results They innovate They are the force behind the advancement of industries Effective employee recognition programs are self sustaining motivational tools that keep the fire lit If you re ready to spark the flame Recognizing and Engaging Employees for Dummies is the ideal guide for designing implementing and maintaining the program your employees have been waiting for ATD's Action Guide to Talent Development Elaine Biech, 2018-09-28 Get Started Now Take Action Staying ahead of change in the world your organization and your profession requires action You learned a lot to launch your organization s talent development effort As you position it for the future what you need to know grows exponentially As futurist Ray Kurzweil once said If I take 30 steps linearly I get to 30 If I take 30 steps exponentially I get to a billion How do you prepare for exponential growth In ATD s Action Guide to Talent Development A Practical Approach to Building Organizational Success industry expert and bestselling author Elaine Biech lays out the steps you can take The companion volume to ATD s Foundations of Talent Development Launching Leveraging and Leading Your Organization s TD Effort this book follows an eight step framework for defining your organization s learning foundation through preparing for the future You are your organization's trusted advisor and Biech offers practical questions

organizational assessments and tips for each step you must guide your organization through She also presents the newest thinking from university educators and researchers that organizational experts have relied on for years as well as from industry practitioners and luminaries in leadership and development Open this book to any page Jump in where you think it will be most beneficial to you or your organization Whether you work inside a company or as an external consultant whether you work for a large organization or a small one whether you are launching your first talent development effort or fine tuning a function that's been in action for decades you are sure to find valuable concepts designs and ideas Get started now Take The Stay Interview Richard Finnegan, 2015-03-18 Of all the obstacles and surprises managers know are heading their way each day the one they least anticipate and prepare for is the resignation of a seemingly happy and extremely valued employee It s the cement truck they never saw coming their way but they could have This invaluable resource introduces managers to a powerful new engagement and retention tool that they absolutely must begin utilizing ASAP the stay interview Smart companies and managers who have realized the importance of being proactive with their employees and not taking anything for granted have begun conducting these periodic reviews in order to discover why their important talent might leave and to solve any problems before they actually quit Written by the retention expert who pioneered the process The Stay Interview shows managers how to Prepare for the stay interview Anticipate an employee's top issues Respond to difficult questions Listen effectively and dig deeper Craft a detailed and effective stay plan complete with timeline Assess each employee's level of engagement predict potential exits and communicate results to upper managementWhen you have the right people in place you can t risk losing them Complete with the five best questions to ask and sample scripts for different situations The Stay Interview provides the key to saving yourself unnecessary headaches and surprises Talent **Management** Heera Singh, 2013 The Power of Stay Interviews for Engagement and Retention Richard P. Finnegan, 2018-06-18 Surveys can t stop your best employees from leaving but Stay Interviews can In this updated classic The Power of Stay Interviews retention expert Richard Finnegan presents a proactive proven approach to employee engagement and retention that gives managers real time actionable insights Stay Interviews uncover issues before they drive employees out the door and empower managers to create personalized plans that keep top performers committed This revised and updated second edition includes new Stay Interview questions practical guidance for multiple generations at work from millennials to older workers and introduces Finnegan's Arrow a strategic model linking Stay Interviews to business outcomes One of SHRM s all time bestselling books The Power of Stay Interviews is an essential tool for reducing turnover and strengthening team loyalty The Power of Stay Interviews Gerard Assey, 2024-05-02 The Power of Stay Interviews Secrets to Retaining Talent is a comprehensive guide for managers leaders and HR professionals seeking to improve employee retention Stay interviews conducted while employees are still with the organization offer a proactive approach to understanding and addressing employee needs This book covers the fundamentals of stay interviews including

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The Power of the Stay Interview After "the Great Resignation" Catherine Rymsha, 2023 This case focuses on the efforts of a human resources learning and development specialist to help her company retain top performers and core talent in the face of The Great Resignation during the COVID 19 pandemic She convinces her manager to support a stay interview program aligned with employee engagement and pulse surveys Collaborating with her human resources team she trains a group of managers on the stay interview process and gives them the resources to accomplish its goals By following her activities students learn about the elements and benefits of stay interviews the concept of intrinsic motivation and the value of collaborative efforts between HR professionals and team managers Use of Stay Interviews as a Retention Tool for **Key Talent** May Roberts, 2017 Love 'Em Or Lose 'Em Sharon Jordan-Evans, Beverly Kaye, 2011-08-01 This bestselling guide provides 26 strategies to keep talented employees happy and productive Citing research and experience with dozens of organizations the authors present many examples of how today s companies have applied retention strategies and increased retention rates 75 Ways for Managers to Hire, Develop, and Keep Great Employees Paul Falcone, 2016 Now in this accessible and practical playbook HR expert and author Paul Falcone shows readers how to Identify the best and the brightest talent Hire for organizational compatibility Communicate constructively Address uncomfortable workplace situations Create an environment that motivates Retain restless top performers Reengage your team after a layoff or during times of adversity Skillfully conduct performance reviews Take corrective action Sidestep litigation landmines Delegate in a way that develops your staff And much much more

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