

**Human Resources Professional Interest Section Meeting
Thursday, February 9, 2023**

Presented By: Theresa Valade, CEO



Connecting People With What They Need To Do Their Best Work

Presentation Title: “Continued Resources for Employee Retention”

Presentation Description: As a follow-up from our November meeting, this INARF HRS meeting will expand on ideas around stay interviews as well as data tracking for various retention programs in place, and retention ideas for new hires.

Presentation Format: Interactive where we learn about one another’s Employee Retention initiatives and challenges while sharing best practices that can help you resolve issues/concerns right away.

Group Activity

1. What are you currently doing to retain your employees?
2. Where are you getting stuck and how can we help?
3. What other creative ideas can we spin to help retain employees?

Employee Retention Types

- a. Other ideas?
- b. Job Descriptions/Expectations
- c. Job Tasks/Role Clarity
- d. Orientation
- e. Onboarding
- f. Employee Development
 1. Training
 - Training checklist
 - Job aids
 - Training guide
 - Retraining
 2. Stay Interviews / One-on-one meetings with supervisor / Check-ins
 3. Performance Reviews/Management – evaluate past performance
 4. Individual Development Plans / Career Development
 5. Professional Development Opportunities
- g. Succession Planning
- h. Compensation/Rewards

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