



Boost Retention Presentation

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Presentation Summary: Boost Employee Retention

The material in the presentation will focus on the three C's of employee retention outlined below. Participants will be provided a handout with relevant content, a worksheet to use after the presentation in their organization, and a time for Q&A.

Culture: Shared values expressed in consistent and fair organization practices that shape the employee experience, foster relationships at work and inspire trust in leadership.

- Relationships at Work (*equip managers, address workplace conflict, manage performance*)
- Leadership Trust (*expectations, open-door / walk around, feedback loops, exit interviews*)
- Respectful and Fair Treatment (*handle complaints, consistent practices, favorable outcomes*)
- Meaningful Work (*connect work to mission, rewards/incentives, recognition*)

Compensation: The tangible pay and benefits for the work you do, plus all the perks of the job above and beyond the paycheck.

- Pay and Benefits Package (*compensation letters, employee choice, annual review*)
- Fringe Benefits (*employee choice - what perks do employees want?*)
- Intangible Benefits (*tools and tech, group activities, team building, work space options*)
- Health and Wellness Benefits (*walking groups, course options, events at work, gym discounts*)
- Flexible Work Schedules (*set your own hours, tele-commuting*)

Career: The opportunity to do what you love every day at work and the potential to develop new skills with a clear path for career advancement.

- Using Skills and Talents at Work (*clarify roles, clear job descriptions, career path*)
- Stretch Projects or "Get-to" Responsibilities (*cross functional teams, special projects, cross-training*)
- Mentor Programs (*outside mentors, peer mentors, leadership mentors*)
- Training or Coaching (*bring in / send out for training, hire a coach, train an internal coach*)

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Leadership Strategist
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Annie is a leadership strategist and founder of *Leading Better Together*. Guiding leaders through the communication differences, unclear expectations, tough transitions or personality clashes that slow down progress, consume a leader's time and sidetrack the team from their mission. She co-creates a process for addressing these challenges in a way that is in sync with leadership values and the organization culture.

Annie has worked over 17 years in nonprofit management and leadership through seasons of growth and downsizing; transition and restructuring; chaos and hope. Through these shifting seasons, the capacity to overcome hardship and take advantage of opportunity increases when people work better together.

She holds a Master of Arts in Human Resources and Change Leadership from University of St. Thomas with an emphasis in organization development. As she continued her consulting, she recognized the need to equip leaders to be the face of change in their organizations. So, she completed her coaching certification from Center for Coaching Excellence in 2009 to coach leaders through the change they need to initiate in their organizations.

The focus of her work at *Leading Better Together* is to engage leaders in thoughtful conversations that activate learning, accelerate solutions and build capacity to accomplish their mission.

Learn more about at www.leadingbettertogether.com

Review blog on retention in a nonprofit organization at:

<https://www.leadingbettertogether.com/blog/boost-employee-retention>