

# Retaining the best

Creating employee connections you want!



**Lori Kleiman**  
SPHR, SHRM-SCP

**Retaining the best**  
Creating employee connections you want!



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HOW THIS IMPACTS ME

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- I'm short staffed
- More bang for our buck
- Where did that client go?
- bottom lines drive our future

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## What contributes to Employee Satisfaction?



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**Who you want on the team....**

- Adaptable
- Innovative
- Creative
- Complex Problem solvers
- High emotional intelligence

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Hire for Attitude  
...train Skills  
...cultivate Drive

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What do **employees** really want?

- Recognition
- Appreciation
- Connections
- Commitment
- Meaningful Work



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# Retaining the best

## Creating employee connections you want!

Socialization has moved to **THIS**

Create Culture!



Photo Source : [www.ITworld.com](http://www.ITworld.com)

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### 4 ways employees are engaged in the workplace

- Cognitive**
  - In the zone
- Emotional**
  - Care about organization and co-workers
- Physical**
  - Go the extra mile – Energetic
- Advocacy**
  - Recommend to clients and co workers

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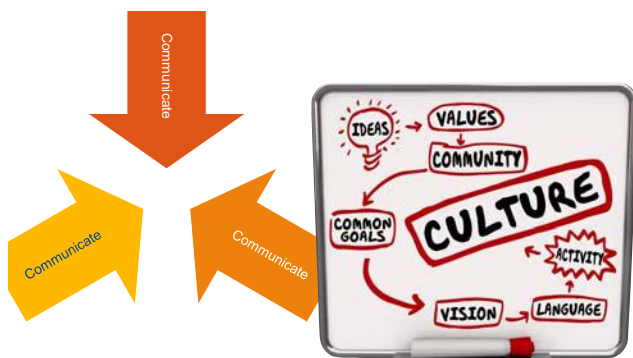
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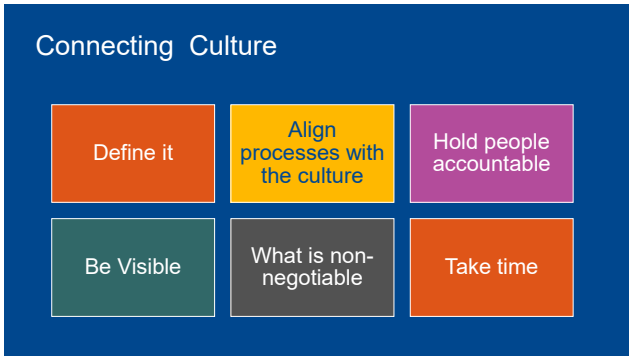
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What can you really do about it?

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Overall team is what matters

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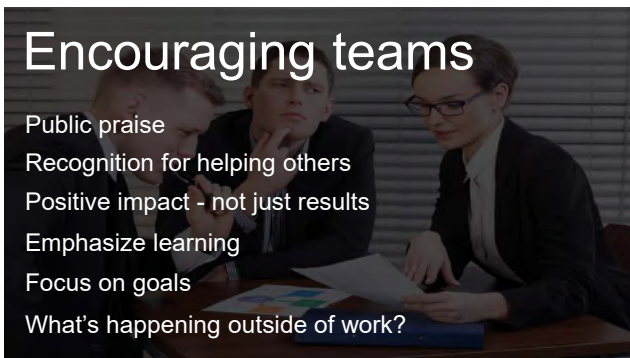
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## Encouraging teams

- Public praise
- Recognition for helping others
- Positive impact - not just results
- Emphasize learning
- Focus on goals
- What's happening outside of work?

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## Remote Engagement!

- Sense of belonging
- Collaboration tools
- Empower employees
- Career Growth
- Outdoor event

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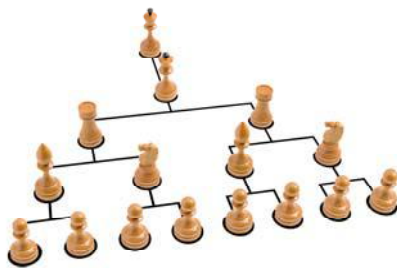
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Does the management and organizational structure support...

- Trust
- Empowerment
- Relationships
- Listening



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## It doesn't have to cost a fortune.....

- Supply the right tools
- Training and coaching
- Pay attention
- Listen
- Serve others
- Recognize loud and proud
- Have fun!



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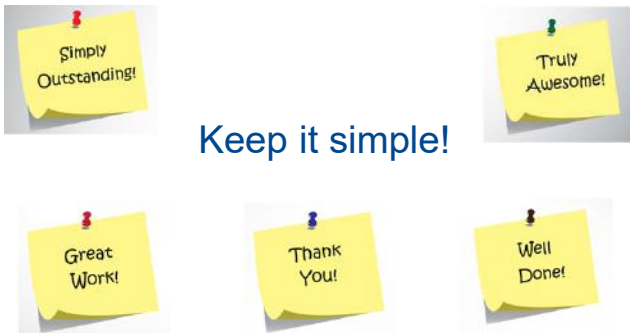
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Keep it simple!

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# Retaining the best

## Creating employee connections you want!



Lets Stay Connected!  
✉ [hrtopicsgift@gmail.com](mailto:hrtopicsgift@gmail.com)

[www.hrtopics.com](http://www.hrtopics.com)  
[lori@hrtopics.com](mailto:lori@hrtopics.com)  
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- Own HR Hacks @ 60% discount

HR Hacks | HR Cards App

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# Introducing HR University Solutions for HR professionals!

## HR Certification Prep

- PHR SPHR SHRM-CP SHRM-SCP
- Focus on why answers are correct
- Multiple study options and prices
- TONS of resources to pass!



## Membership Community

- 2 Premium live events each month
- Access to Private Facebook Group
- HR Cards App included
- Discounts on products
- Shared tools and Industry survey's
- 24 SHRM and HRCI CEUs per year



## Demystify Compliance

- 12-week self paced course
- 1 year of live monthly sessions
- Interactive compliance solutions
- Compliance toolkit for customization
- 5 SHRM and HRCI CEUs



## Recruiting

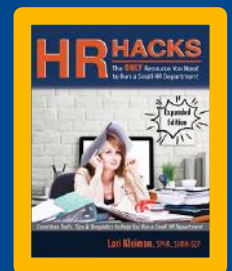
- 12-week self paced course
- Recruiting toolkit for customization
- Interactive Recruiting solutions
- Ability to practice specific tools for your business with feedback
- 5 SHRM and HRCI CEUs



## Additional Tools



### HR Cards App



[www.hrtopics.com](http://www.hrtopics.com)



[lori@hrtopics.com](mailto:lori@hrtopics.com)