



# LOVE 'EM OR LOSE 'EM

## PROVEN STRATEGIES TO ENGAGE AND RETAIN YOUR TALENT

Target Audience: Managers who want to build an engaged team and get the best from individual employees.

### WHY IS THIS CRITICAL?

Employee engagement affects everything. When people are engaged:

- They go the extra mile and you have a trusted and dependable workforce
- Productivity increases and bottomline improves
- They are 50% more likely to stay and hefty recruitment and training costs are avoided
- Loss of experience, productivity and customer relationships from regrettable attrition are avoided
- Innovation, customer satisfaction, teamwork and performance are enhanced

### HOW IT WORKS?

This workshop:

- Introduces key concepts and facts to support engagement
- Reviews personal motivators and engagement drivers and uncovers talent at risk
- Reinforces the influence of the manager
- Assesses strengths, opportunities and strategies for building an engaged team
- Introduces planning, facilitates practice, and provides a template for effective conversations
- Examines 26 practical ways to improve engagement levels and inspire loyalty
- Designs and prioritizes action-based engagement plans for individual direct reports

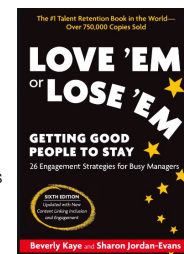
### OUTCOMES

In this workshop, managers will:

- Learn the reasons and costs of disengagement and accept their responsibility in the solution
- Practise various engagement and retention strategies and best practices
- Understand the diverse values of staff across generations and personalities to tailor suitable engagement plans
- Balance task and people focus so people feel cared for and supported to perform
- Gain the competence and confidence to conduct Stay Interviews instead of Exit Interviews

### WHAT IS IT?

- A 9-hour interactive experience based on the bestselling book, *Love 'Em or Lose 'Em*
- Multiple delivery methods: face-to-face or virtual instructor-led; print or digital materials
- Other formats available: keynotes, microlearning, train-the-trainer programs
- Internal workshops with flexible delivery options are available to accommodate different needs, geographies, time zones and languages



Based on bestselling book, *Love 'Em Lose 'Em: Getting Good People to Stay* by Beverly Kaye and Sharon Jordan-Evans (2021)

Technical Skill Competency:

### Engagement

HRS-HRM-4016-1.1

- 2 half-day virtual sessions
- 1-hr personal coaching/assessment<sup>1</sup>

<sup>1</sup>conducted two weeks from workshop

### Course Fees <sup>2</sup> NON-SMEs SMEs

AGE		
SC above 40	\$400	\$400
SC under 40 + PR	\$715	\$715
Non SC	\$850	\$850

SC: Singapore Citizens | PR: Permanent Residents

<sup>2</sup>Absentee payroll funding at 80% of hourly basic salary, capped at \$7.5/hr (non-SME) and \$4.5/hr (SMEs)

"I learnt about the strategies to engage my staff. I love the practical tips and good resources provided. Since the workshop, I started having 1:1 lunches with my team and in this process, got to understand their needs and drivers. The ideas on engagement made a real difference to my people's productivity and teamwork!"

- HR Director, government statutory board.

### Public Course Dates

2021: 7 & 21 Sep, virtual  
8.30 am to 12.30 pm, Singapore time

Register at: [bit.ly/FLAMELERegForm](https://bit.ly/FLAMELERegForm)

