



2 days Interactive Workshop

Effective Employee Retention Strategies to Combat Attrition

Conducted by
Dr. Sushmita Srivastava

What is the problem statement that the workshop solves?

- How can we accurately identify the reason behind attrition using a critical thinking approach?
- Can we do a cost-benefit analysis to convince top management to invest in retention programs, policies, and practices based on a system thinking approach?
- How can we link attrition to business results through metrics and measurements?
- How do we arrive at customized industry / sector-specific solutions based on the Strategic Management Framework to combat attrition?

What is the walkaway solution?

- A plan with clear recommendations and actionable solutions to combat attrition that would drive business results
- A comprehensive template to track and monitor the impact of the solutions on employee engagement and retention.
- Gain a holistic understanding of how Attrition Modeling, Predictive Analytics, Employee Experience Platforms and Generative AI can preempt the "intent to leave" through proactive Action Planning.
- Identify the critical organizational levers impacting attrition and craft a strategy to address the challenges.

Intended Audience

- Mid to Senior level professionals with mid-sized to large teams
- Chiefs and Heads of Talent Management
- Business Leaders with People Responsibilities
- Heads of Corporate HR and HR - Business Partners

Pedagogy

A consultative approach would be used during the workshop to engage participants in collaborative dialogue, harness diverse perspectives, and develop innovative solutions to complex problems

- **Concepts/ Theory:**

Critical Thinking / Systems Thinking, Equity, Expectancy, Social Exchange, Job Embeddedness and Turnover Theory – using Employee Retention as the context.

- **Action – Learning Methodology**

- Participants will arrive at the workshop with their problem statement/ dilemma to resolve in the classroom. (Prior guidelines will be provided by faculty)
- They would be part of a set of 3 participants from diverse backgrounds, wherein each would play the role of client, consultant, and observer – duly facilitated by the expert faculty.

- **Reflection and Integration:**

Develop an understanding of the choices of retention strategy that can yield results and maximize impact

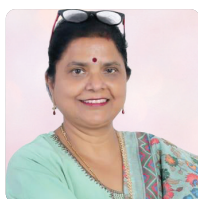
Programme Coverage

This 2-day hands-on workshop will equip you to manage and mitigate the problems of Employee Attrition within your organization. You will be able to -

- Absorb and Apply Conceptual Inputs and Frameworks on Turnover in managing retention.
- Question underlying assumptions on reasons why people leave.
- Derive valuable insights from industry practices and dilemmas.
- Effectively Deploying Action Learning as an internal consultant to address the ongoing attrition challenges.
- Surface “what works” from presentations on live organizational cases / scenarios by participants.

You would feel empowered to create the needed shift in developing a positive and inclusive leadership and environment to reap the benefits of the change. You can identify and manage the critical levers to combat attrition in your organization.

Faculty Details



Dr Sushmita Srivastava,
Faculty at SPJIMR

(An industry practitioner has taught Action Learning, Critical thinking, and Strategic Management in HR practices)

Contact Details

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