

# Attracting & Retaining Top Talent

## Objectives:

- Create a work environment that attracts and retains employees
- Break positions into competencies and to interview for them
- Build accountability into your culture and reward and recognize the right results and behaviors

**Overview:** This purpose of this workshop is to focus on the art and science of attracting and retaining top performers. Common selection problems with specific examples from a cross-section of organizations will be overviewed. This workshop will feature ways that you can enhance your ability to build your bench strength and create an environment that supports employees staying and contributing to your organization's intellectual capital. A model defining job competencies to target the key elements of job success will be illustrated. How to assess the goodness of fit is a big factor in "getting the right people on the bus" and in the right seats. A portion of the session will be devoted to practicing how to ask questions to assess key competencies. Lastly, creating a culture of accountability will be addressed. Research shows that top performers want to be held accountable. Systems to reward and recognize that right behaviors and attainment of goals will be explored.

- Welcome and Overview
- Overview of Common Selection Problems
- What Attracts Top Talent
- Developing the Competencies of the Job
- Behavioral Interviewing: How to ask questions to get at the competencies
- Data Integration
- Retaining Top Talent
- Rewarding and Recognizing
- Next Steps – Application
- Wrap-up