



dr. beverly kaye

AUTHOR
SPEAKER
THOUGHT
LEADER

Dr. Beverly Kaye's contributions for the past four decades have not only positively influenced clients and industry colleagues but have facilitated respect for the learning and performance industry overall.

She is the author or co-author of five books on engagement and development, which include the Wall Street Journal best-seller *Love 'Em or Lose 'Em*, now out in its 6th edition. Beverly's books also include *Love It, Don't Leave It* as well as *Hello Stay Interviews*, *Goodbye Talent Loss* (all co-authored with Sharon Jordan Evans).

Her best-selling book on alternative career paths *Up is Not the Only Way: Rethinking Career Mobility* (coauthored by Lindy Williams, and Lynn Cowart in 2017) builds on decades of research and work in the field. Her seminal book on employee retention *Help Them Grow or Watch Them Go* (co-authored with Julie Winkle Giulioni) was updated in a second edition, released in January 2019 by Berrett-Koehler.

Developing people to optimize their capacity is a compelling, strategic priority. Providing managers and employees with practical tools to engage in conversations has moved from being a nicety to a necessity.

Dr. Kaye received the "Thought Leader Award" from the ISA (Association of Learning Providers) in March of 2018, the ATD Lifetime Achievement Award in May of 2018 and the BPI Lifetime Achievement Award in May of 2019. ATD initially recognized her contribution to the field when in 2009 they designated Dr. Kaye a "Legend" - an award that is reserved for "pioneers and prophets in the field whose ideas have endured over several decades. Most recently, - The Institute for Management Studies, a company at the forefront of leadership development since 1974, recognized Dr. Beverly Kaye with its lifetime achievement award for her contributions to the field of career development, employee engagement and leadership.

Previous Clients Include



See Bev in Action!

YouTube @ Bev Kaye & Co.

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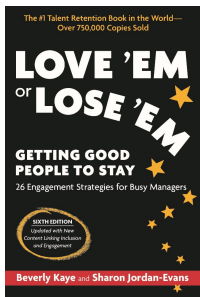
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speaking topics*

**all presentations can be tailored to fit your audience*

Love 'Em or Lose 'Em: Getting Good People to Stay

Today's leaders need coaching that enables them to help their key employees constantly learn and give their "all" to the team and organization. Talent-minded managers know that if their organization is to be competitive, they must not only "hang-on" to good people, but also continually engage and develop them in order to meet constantly changing business needs. Managers will learn 26 ways to engage and retain the intellectual capital in their organization and how to do this in a "no-time-to-do-it" environment.



Up Is Not The Only Way: Rethinking Career Mobility

Multiple surveys have revealed that employees want to know where and how they fit in the organization. The exploration of multiple ways to grow and develop will broaden the landscape of possibilities for employees who may feel trapped, plateaued or dissatisfied by what they view today as limited options. Up is Not the Only Way offers multiple ways for managers to share with employees who are ready, willing and able to dive into development. Managers and aspiring managers who are focused on talent development will emerge as guardians of the emerging talent pool and creators of the organization's future talent engine.



The Power of Stay Interviews: Retain Your Critical Talent

Managers should be routinely asking their best employees this simple question: "What will keep you here?" Unfortunately, most don't ask until it's too late: during the exit interview. A Stay Interview is a one-on-one conversation with employees about what they care about most on the job, and how managers can adjust or coordinate circumstances to make them happier. When stay interviews are deployed correctly, they engage staff members and increase their productivity. Managers will learn the signs that cause individuals to consider looking elsewhere for employment. They will also learn a specific approach to mining a conversation for no-cost and low-cost information that they can apply to retain critical talent.



Help Them Grow or Watch Them Go: Career Conversations Organizations Need and Employees Want

Career development is ranked among the top global drivers for engagement and retention. Great leaders know that they can't take the development of talent for granted. Employees want their managers to understand their talents, challenge them, open channels for their development and link them to resources in their organization. How leaders pay attention to and talk with the members of their teams is critical in the perception, feeling, and reality of whether the organization is concerned and interested in an individual's growth and career success.

