



# HELLO STAY INTERVIEWS

## SAY GOODBYE TO TALENT LOSS

### WHY IS THIS CRITICAL?

Employee engagement impacts businesses – effective conversations drive engagement. Stop waiting for the dreaded Exit Interview. Start holding Stay Interviews now to...

- let employees know they are valued as you learn ‘what will keep them.’
- address challenging topics with courage.
- help employees grow, learn, seek meaning in their work and stay with you.
- increase trust, productivity, innovation, loyalty, engagement and bottom line results.

### WHAT IS IT?

- Flexible, 2 - 2.5 hour microLearning experience for managers.
- Instructor or virtual-led learning event, with real-time, real-world practice.
- Robust learning materials to support managers’ Stay Interviews include:
  - The Manager’s Playbook: use during the class and then again afterwards to plan, hold and track Stay Interview progress, actions and results.
  - The Manager’s Fieldbook: a pocket guide filled with tips, steps and conversation starters for even the most challenging Stay Interview.
  - The book, **Hello Stay Interviews, Goodbye Talent Loss**.

### HOW IT WORKS

Participants will experience and practice Stay Interview fundamentals through:

- CONNECTION – A connection between two people must be built on trust – and trust can be developed.
- COURAGE – Great leadership takes courage – and that requires noticing and responding effectively to challenging issues.
- COMMITMENT – Stay Interviews are not a ‘one and done’ activity. Success comes through ongoing, authentic conversations and consistent follow-through.

### OUTCOMES

Participants will...

- understand the ROI for holding Stay Interview conversations with all team members.
- learn the Stay Interview process to build trust and connect with employees.
- strengthen courage as they prepare for and practice challenging conversations.
- realize that Stay Interviews only work when commitment is strong and managers truly care.
- learn to seek and seize engagement conversation opportunities and take action.
- begin an ACTION Plan to hold Stay Interviews early and often with all team members.



Based on concepts from Hello Stay Interviews, Goodbye Talent Loss by best-selling authors Beverly Kaye and Sharon Jordan-Evans, the original Stay Interview thought leaders.

Stay Interviews are one of the most powerful strategies in a successful manager’s playbook and are foundational to engaging, motivating, recognizing and retaining talent.

“You don’t have to cling desperately to your talent. You can have them excited about coming to work for you every day. Find out what will keep them ... Just ASK!”  
– Beverly Kaye, Author and Founder, Career Systems International

