

THE DIVISION OF PERSONNEL'S
SPECIAL INVITATION LEADERSHIP SERIES:

THE **7** HIDDEN REASONS

Employees Leave ...or Engage and Stay!

Presented By:

Leigh Branham



Leigh Branham brings 30 years of experience in business, education and management consulting. He is the author of *Keeping the People Who Keep You in Business* – which consistently ranks as one of the best-selling books on employee retention; and the new book, *The 7 Hidden Reasons Employees Leave: How to Recognize the Subtle Signs and Act Before It's Too Late*. As an expert on employee retention, Leigh has been widely quoted in the media, including Fortune, Business Week and The Associated Press. Leigh currently writes a regular commentary on managing talent for The Kansas City Star.

Surveys of managers reveal that almost nine in 10 believe employees leave for “pull” reasons such as “more pay” or “better opportunity.” Yet, when employees are asked what first caused them to think about leaving, 88% cite factors relating to poor management practices or dysfunctional teams.

Leigh Branham's program will offer insights into why conventional exit interviewing doesn't work to uncover what research reveals as the root causes of employee disengagement and turnover; and provide strategies to help organizations and managers address these causes while keeping employees engaged.

Leigh will define and discuss the 7 “hidden” reasons employees disengage and leave based on an analysis of 19,700 employees in 17 different industries:

1. **Unmet expectations vs. reality of the workplace**
2. **Job-person mismatch**
3. **Lack of coaching and feedback**
4. **Perceived lack of career growth**
5. **Feeling devalued and unrecognized**
6. **Stress and burnout due to overwork and life/work imbalance**
7. **Loss of trust and confidence in senior leaders**

The good news is that the actions required to prevent and correct root causes of employee disengagement are all within the power of managers and executives to control or influence - and inexpensive to implement.

This program will cover the steps and phases involved in employee decisions to leave; include ways to recognize the signs that key employees are disengaging; and explore proven tools and innovative best practices to re-engage, re-recruit, and retain valued talent!

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8:30 AM - 4:30 PM

Truman Office Building, Room 490-492

Jefferson City

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