

This 1-Day Workshop on The Art & Science of Engaging & Retaining People will help Managers to:

- Know the various critical Push Factors that can hasten Employee Exits
- Understand why the Psychological Contract is more critical than the Employment Contract, with respect to Employee Retention.
- Appreciate the various Pull Factors that can stall Employee Exits.
- Figure out various "Tells" or "Signals" that disengaged Employees are known to give (Indigo recently learned about one such signal, when a large number of employees "called in sick" (signal), just when Air India launched a massive recruitment drive)
- Practice various approaches to proactively address Employee Engagement & Commitment.
- Learn Techniques to handle Employee Exit-related Conversations.

Target Audience

Mid-Level to Senior-Level HR Professionals responsible for Employee Engagement & Retention, Managers and Supervisors responsible for controlling unwanted Employee Attrition,

Takeways

Apart from improving their understanding of what drives Engagement, Retention and Attrition, the Workshop will also provide all Attendees, a List of Best Practices that various Organizations have explored as well as several validated Inventories that can help measure Employee Engagement and Commitment.

Perspective

As Industries across the globe battle a mass exodus of employees, India Inc continues to see an alarming increase in attrition rates. Picture this:

ENHANCE
YOUR HR
SKILLS

- One major survey covering 100+ companies, across 18 sectors, predicts annual attrition rates of 19% this year - a jump of almost 60% since 2021
- Several reports indicate that in Industries like Banking and Financial Services, Pharma, and Healthcare, annual attrition rates are likely to hit 30%
- In IT, ITeS, and Ecommerce alone, attrition rates are already kissing 25% each quarter

While there are a host of Push and Pull Factors that may be responsible for the record number of exits, no Organization or HR Department or Manager can afford to ignore the fact that several things have to fall in place, before an employee decides to call it quits. For instance, internally, employee engagement has to hit a new low, and externally, companies have to work out an enticing offer, for any employee to bolt.



**A one-day workshop on
The Art & Science of
Engaging & Retaining
People**

17th September, 2022

10:00 AM to 6:00 PM



Sumeet's main practice areas involve initiating and supporting organizational processes linked to Competency Management, Assessment & Development Centers, Leadership Development through 360° Feedback, Employee Engagement Surveys, HRD Audit and setting up of basic to advanced HRD Systems covering key components like Performance Management, Succession Planning, Learning & Development, HR Analytics, and Recruitment & Onboarding.



Faculty

**Mr. Sumeet Varghese, SPHR®, GPHR®,
Founding Partner, Your HR Buddy®**

Sumeet brings more than 22 years of work experience as a Human Resource Management & Organization Development consultant, facilitator and published researcher. He was earlier India Country Manager for the Human Capital Institute - a Washington DC based HR Think-tank and Associate Director at T.V. Rao Learning Systems Pvt. Ltd. He has personally trained over 1000 executives and consulted more than 100 firms comprising large multinationals, domestic corporations, small and medium businesses, PSUs, governmental agencies and not-for-profits, representing various industries in India and in international locations like Dubai, Muscat and Riyadh in the Middle East and Singapore in South East Asia.

Unhealthy Employee Attrition has many consequences including, flight of knowledge capital, loss of customers & reputation, operational disruption, and so on. It can also impact long-term organizational stability, making it increasingly difficult to innovate and grow. At the same time, Employee Disengagement, a known precursor to Employee Exits, can lead to Absenteeism, Team Dysfunctions, Lack of Motivation, and so on.

This Workshop will help Attendees to figure out how best to proactively address these various challenges with the help of various diagnostic preventive, predictive and prescriptive measures.



Employee Retention

Fees	In-Person	Online
Non member	Rs.8000	Rs.5000
Life Member	Rs.4000	Rs.3000
Corporate/ordinary/AIMA Member	Rs.6000	Rs.3500


***(+18% GST Applicable)**

For Webinar and Marketing Enquiries

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