



Lisa Ryan
Chief Appreciation Strategist

216-359-1134 or 216-225-8027

Lisa@Grategy.com

www.LisaRyanSpeaks.com

DISCOVER PROVEN STRATEGIES

To Keep Your Top Talent From Becoming Someone Else's

With the extreme labor shortage getting worse every day, employee turnover costs you a fortune. By the time a new employee walks through your door on day one, you've already spent \$6,500.00 to bring that person in. With today's employee looking to change jobs on average every 18 months, you've got your work cut out for you to keep them - and get some ROI on your personnel investments.



Your employees can make that 18-month change within your company or elsewhere. Because you've invested all the time, energy, and resources to train them, you want to keep them as long as you can and have them grow with you, not with your competition.

How do you do that? With a shift in perspective. Providing the change opportunities, the shift in responsibilities and the opportunity for growth is much more about your communications and employee perceptions than it is about changing your business structure. Lisa Ryan is the expert you need to empower your company's leaders with the skills and strategies to keep their best people engaged and loyal for the long haul. Her enlightening presentations will give your people the skills they need to communicate better, strengthen relationships, work cohesively and KEEP your most talented employees!

**Book Lisa Ryan to Empower Your Leaders
To Keep the Top Talent You
Work So Hard to Recruit & Train**

If you want to keep your top talent and best customers from becoming someone else's, it's time to master a few simple strategies now ... and reap the rewards for years to come.

Elevate Your Engagement:

How to Keep YOUR Top Talent and Best Customers from Becoming THEIRS



This program is designed to empower your leaders with a better way to keep your most talented employees that doesn't cost more money, take more time, or require more effort. By participating in this program your participants will discover:

- ✓ Why the focus should be on employees who are doing things well, instead of the toxic workers who are sucking the life out of your company
- ✓ How to build your company's reputation as a great place to work so your hard-won, recently hired employees don't take their skills to your competition
- ✓ Get off the hamster wheel of continuous hiring cycle and focus on creating an irresistible workplace culture

Mastering Millennial Mindset and Beyond:

How to Attract and Retain Emerging Leaders

This program is designed to create a culture of understanding between all five generations in the workplace so you have a better chance of keeping your top talent from becoming someone else's. By the end of this session, participants will:

- ✓ Explore why Millennials and Gen Z really ARE different than any generation before them
- ✓ Uncover how to tackle the generational divide and get your Boomers and Millennials to "play nice" with each other
- ✓ Implement strategies to build employee engagement across multi-generational team



By creating a culture of understanding between all five generations in the workplace, you'll have a better chance of keeping your top talent from becoming someone else's.