



*Lisa Ryan* **SPEAKS.com**  
Engagement and Retention Expert

## Discover **PROVEN** Strategies To Keep Your Top Talent From Becoming Someone Else's

*Specifically For The Construction  
& Manufacturing Industry*

With the extreme labor shortage getting worse every day, employee turnover costs you a fortune. By the time a new employee walks through your workroom door on day one, you've already spent \$6,500.00 to bring that person in. With today's worker 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. Obviously, since 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 within** is much more about your communications and employee perceptions than it is about changing your business structure. Lisa Ryan is the expert you need in your corner 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!**

# FEATURED PRESENTATIONS

## **Mastering Millennial Mindset and Beyond: How to Attract and Retain Emerging Leaders**

This program is designed to teach your people critical communication and engagement strategies today to keep your top talent from becoming someone else's tomorrow. By the end of this session, participants will:

- ✓ Explore how millennials and Gen Z differ from other generations in significant ways
- ✓ Discuss the noteworthy commonalities that exist between generations to create stronger connections in your workforce
- ✓ Uncover functional and emotional attributes that are most relevant to each group
- ✓ Implement strategies to build employee engagement across multigenerational teams

**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.**

## **Manufacturing 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:

- ✓ Crucial reasons for motivating and retaining employees
- ✓ How to implement the T.H.A.N.K.S. process for maximum results
- ✓ Strategies for putting customer engagement practices into action
- ✓ Skillsets for effectively identifying and recognizing accomplishments in a way that truly benefits the manager and the employee.
- ✓ **Effective ways to strengthen emotional connection to your organization** so that your best people have a deeper reason to keep being a part of your company.

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.

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

*Lisa Ryan* **SPEAKS.com**  
Engagement and Retention Expert

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