



# Engaging & Retaining IT Talent

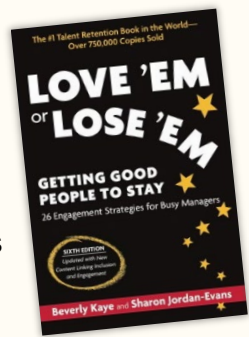
The competition for technology talent has never been steeper. Equip your managers with the strategies and skills needed to attract, inspire, and keep their most valuable employees.

Remote and hybrid work is giving IT organizations access to a broader pool of employees, but it also means top talent has more options than ever when it comes to where they choose to work. To deliver on today's increasingly demanding technology agenda, managers must build a culture that engages and retains talent, especially when fear, frustration, burnout, and isolation are at all-time highs.

When employees are engaged:

- People grow, meet and exceed goals, and thrive in their job.
- Burnout decreases and job fulfillment and performance increases.
- Productivity goes up, the bottom line improves, and results drive market share.

Based on concepts from the WSJ bestseller *Love 'Em or Lose 'Em: Getting Good People to Stay*, by Beverly Kaye and Sharon Jordan-Evans, this workshop unites self-assessments and action-focused learning to equip IT managers with the knowledge and communication tools to motivate employees, build sustainable loyalty, and drive impassioned performance.



## The Engagement Journey Agenda

### Workshop Kickoff (self-paced)

Every participant will receive a link to a 15-minute online experience which includes an Engagement Journey Roadmap, the Business Case for Engagement (exercise), The Talent Focused Leader™ Tool (a self-assessment with 3-6 team respondents), and "What Keeps You?"

### Modules 1 & 2 (virtual, instructor-led)

In hands-on, highly-interactive modules, your leaders will learn 26 engagement practices, strategies, and tips and how to apply them. Leveraging insights from the assessments, they will create both team and individual engagement plans. In breakouts with peers, they will discuss how to build relationships and a culture of positivity. Finally, they will practice listening, asking meaningful questions, and conducting critical "Stay Conversations".

## The Journey Continues

Every participant will walk away from this workshop with action plans, multiple tools to use with their team, and access to additional resources designed to drive further efforts of applying the strategies, practices, and behaviors of a Talent Focused Leader™

**Join technology leaders from around the country for this dynamic workshop!**

Contact Amanda Smith at [asmith@ouellette-online.com](mailto:asmith@ouellette-online.com) for more details and to register your leaders!