



Retaining High-Performing Talent

► BUSINESS CHALLENGE

As the market for talent continues to reduce in size, organizations are heavily investing in efforts to attract new and existing talent. Unfortunately, despite the increased importance of talent management initiatives, organizations are struggling to understand why there are still high rates of employee turnover, particularly high performing women.

The average financial cost of replacing a managerial-level employee is more than 400% of the employee's compensation. This cost is even greater for high-performing employees. Defection by even a few high-performers can trigger more rumors, accelerate further erosion of employee confidence, and move other high performing employees into an "at risk" category. Organizations must be proactive regarding talent retention to reduce costs, increase profitability, and perpetuate a culture dedicated to talent development and advancement to leadership roles.

► WLH R_x FOR RETENTION™ PREDICTOR MODEL

ORGANIZATIONAL CULTURE AND PRACTICES

- Corporate Culture
- Talent Management
- Total Rewards
- Flexible Work Arrangements

MANAGER-EMPLOYEE RELATIONSHIP

- Positive Work Environment
- Performance Management
- Coaching and Supervision

INDIVIDUAL FACTORS

- Career Advancement
- Meaningful Work/ Engagement
- Work-Life Balance

SERVICE OFFERINGS

The R for Retention™ Blended Learning Solution:

Our blended learning solution includes employee engagement skill development and best practices for managing employees and reducing unwanted turnover. Participants will:

- Understand the factors that impact employee retention
- Explore the elements that contribute to stronger manager-employee relationships
- Use a "Retention Predictor Model" to identify employees at risk of leaving the organization
- Practice "re-recruiting" at-risk employees and "making a save"

The Retention Risk Assessment

This assessment enables organizations to:

- Use WLH's 10-Factor Retention Model to assess organizational risk levels and identify specific factors of concern
- Proactively identify organizational policies and practices that contribute to employee retention
- Identify individual manager behaviors which are contributing to employee retention risk

Delivering customized processes, tools, and learning solutions

▶ BEST PRACTICE RECOMMENDATIONS

1. Define organizational cultural beliefs supported by a compelling business case for gender diversity.
2. Clearly define criteria and clarify process(es) for career advancement and performance management.
3. Create flexible work opportunities and ensure policy utilization does not impact career advancement.
4. Ensure transparency and gender parity with reward and recognition programs, structures, and related decision-making.
5. Implement talent management practices that encourage and result in manager and employee accountability for skill development and career advancement opportunities.
6. Design/refine reward systems to be transparent (clear standards, criteria for assessing job performance, and contributions to the organization).
7. Develop a formal mentorship program with an emphasis on sponsorships for women.
8. Develop leadership capabilities to reduce gender bias and enhance manager and employee relationships.
9. Train managers to maintain a positive work environment characterized by open, two-way communication; mutual respect, fairness, and the provision for honest and actionable feedback.
10. Provide training on research-driven culture blind spots (e.g., vision, articulation of accomplishments, and networking).

▶ PUBLICATIONS



Retaining Female Talent in the Workplace



Retaining Your Talent in Life Sciences

About Us

WLH has more than 28 years of experience providing customized consulting services and “best in class” learning interventions to the life sciences industry. WLH partners to create solutions that address each clients’ unique challenges, including the rapidly evolving healthcare marketplace and increasingly restrictive compliance requirements.



Leadership Development

L.E.A.D.® Leadership Excellence through Accelerated Development

A blended learning solution for 1st and 2nd line leaders, customized for the life sciences industry. Leaders learn how to drive strategic change, coach and develop others, and deliver results in the evolving healthcare marketplace.

Women in Leadership – Now (WIL NOW®)

Our approach to winning the war for talent and building leadership diversity goes beyond awareness programs to address the underlying systems, mindsets, and behaviors that can limit women in leadership. It’s about attracting, developing, and promoting all talent who have the desire and capabilities to lead!



Change Agility

The 3 Capabilities of Change Agility™

A blended learning solution that focuses first on developing the individual change agility capabilities of Balance, Speed, and Flexibility across all levels of the organization in order to set the company on a path to success where they respond and adapt positively to change.