

Presentation by

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Learning | HR | Development and Culture

# Retain & Reign



# The premise

The SHIFTING blueprint/s for keeping top talent and proven/unproven strategies for long term success.

Accept the facts that

- Retention is not a basket of goodies.
- It's a well planned BUT flexible strategy.
- Like all excellent blueprints - it has a foundation no matter how eccentric the designs.
- Nothing is permanent or 100% fail proof



# Let's look at

**BEGIN WITH  
'WHY'**

**WHO IS YOUR  
TOP TALENT**

**HOW DID THIS  
ARRIVE**



# BEGIN WITH WHY

**Do we want to identify our top talent**

**Why do want to identify/research  
them**

**Why do we want to retain them**

I'd like to play a quick game here -



# So here's a **SUM** of our **WHYs**

**01**

SAVE COSTS AND TIME

**03**

SUSTAIN LIVES NOT JUST TASKS

**02**

BUILD/GROW THE BRAND

**04**

FUTURE WORKFORCE IS  
WATCHING

# WHO IS YOUR REAL TOP TALENT



How do you advise your HODs/Leaders/C-Suite to identify top talent

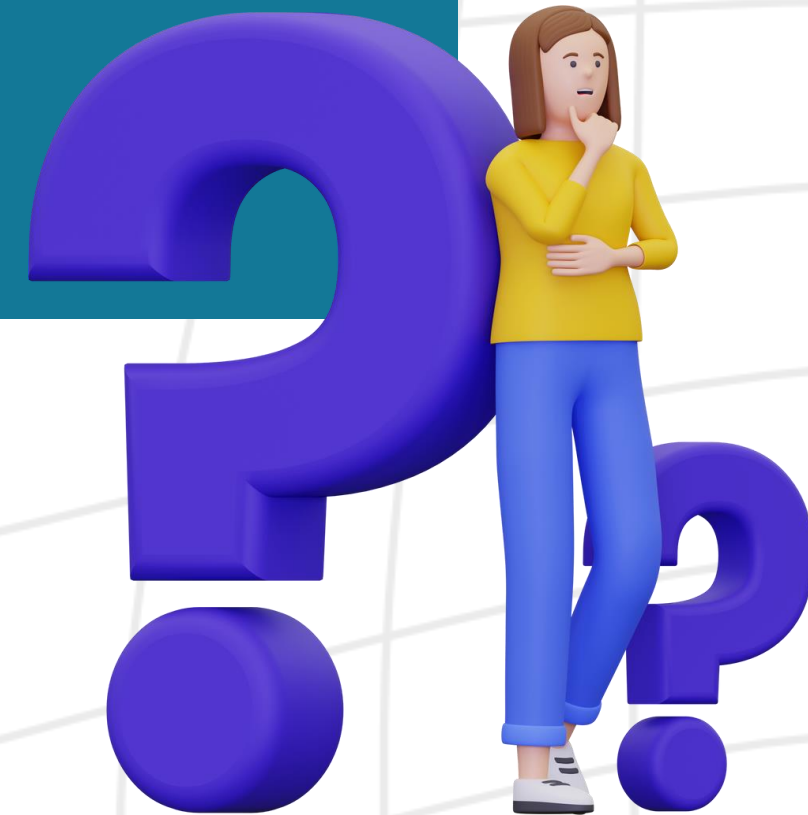
# WHO IS YOUR REAL TOP TALENT

**TOP PERFORMERS**

**LOYALISTS**

**LEADERS / MANAGERS**

**DAILY DOERS**



# Let's take this in consideration when identifying the “creme”

**Critical is not defined by HOD relationships**

**Performance is not defined only by numbers**

**Talent does not always equal results**

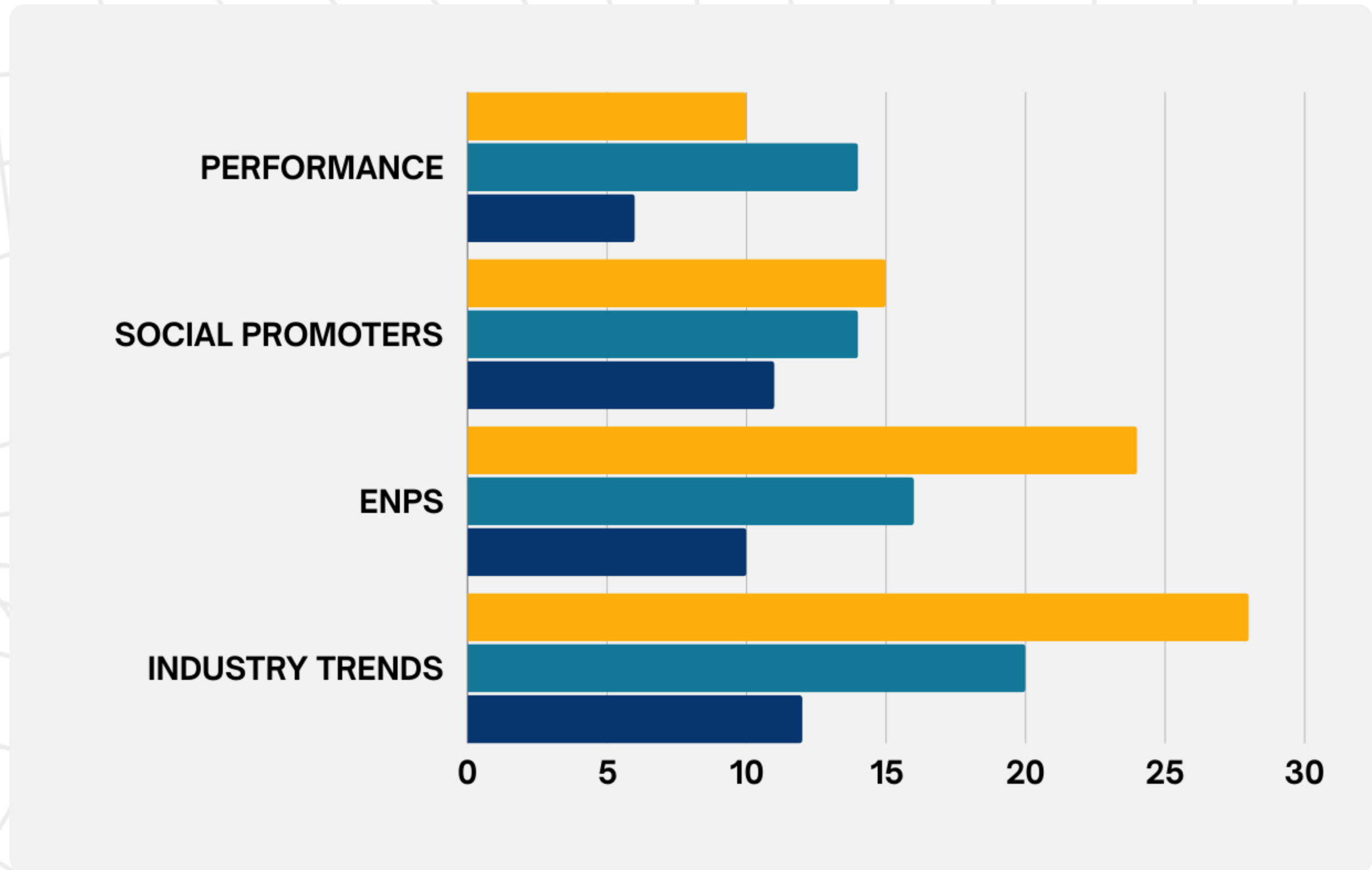
**It is not limited to operational functions**



**THIS  
IS WHERE  
TECH  
& DATA  
CAN HELP**



# WHAT YOUR DATA CAN TELL YOU






# The “GREAT RETAIN”

## Overview

Retaining top talent fosters a positive company culture, higher employee engagement, and stronger customer relationships, ultimately contributing to increased revenue and stability

## Proponents

Retaining top talent fosters a positive company culture, higher employee engagement, and stronger customer relationships, ultimately contributing to increased revenue and stability



Here's 7 times every HR/L&D/OD team has to step up and build, rebuild, evaluate or use their retainer programs

- In M&A's
- Scaling Up
- Scaling Down
- Annual Incentive Planning/ AOPs/AUM
- Annual evaluation & churn
- Market Flush of New investments
- Minimize burnout, great resigns and market impact

**When it's  
most  
important  
to use  
'retain-skills'**





# 3 Mix and Match strategies

**Internal and External CSR opportunities.  
Opportunities to be brand  
ambassadors, share their experiences  
and wisdom**

**01**

**A steady financial growth  
plan competitive with the  
outside market**

**02**

**A voice at the table of  
decisions.  
“Stay interviews”**

**03**



# Two (almost always fail) strategies

01

Too many layers of KPIs,  
Complicated ESOPs  
'Subject to clauses' money

02

One day you will take over my role

# Two fail proof strategies

01

## Communication about

- goals & vision
- strategies
- reality
- how they can help
- how you will help
- why they are invaluable to you

02

## Happiness + Productivity

No one wants to work for a failing business, ruthless manager, insensitive -unflexible environment, rigid policies from 1920 or a workplace where they don't feel comfortable to talk, discuss or grow

# Conclusion

**Retaining iconic top talent is a critical priority for organizations, given the high costs and disruptions associated with employee turnover.**

**To achieve this, focus on effective recruitment, identifying those who align with the organization's values and long-term vision. Succession planning and maintaining a strong industry presence are also key. In today's competitive landscape, offering flexibility, good perks, and a positive company culture, as well as investing in employees' career growth, are essential for retaining top talent.**

**Mixing and using these tools takes time, effort and an eye for detail. It's important for those in charge to make a real effort at these strategies, so we can create an environment where our talent feels valued and motivated to stay**





# Thank You!