

Boost Engagement and Retention

Leaders are the biggest driver of employee engagement. Help leaders make their teams feel valued, respected, and empowered. With the skills to create an inclusive environment and build trust, leaders can increase engagement levels and boost retention rates and business results.



Engaging and Retaining Talent Self-Assessment

Discover how often you take specific actions to increase individuals' job satisfaction and engagement.



Courses to Build Skills

Build a strong foundation with essential skills in:

- Communication: Connect Through Conversations
- Engaging and Retaining Talent
- Creating an Inclusive Environment

All courses can be delivered onsite or in a virtual classroom. The Communication and Retention courses are also available as online self-paced courses.



Microcourses to Boost Learning

Boost skills in minutes with bite-sized, digital experiences:

- Engaging Quiet Quitters
- Everyday Engagers
- Retention Drivers
- Career Coaching Conversations
- Developing Individual Team Members
- Building Trust in Your Work Environment



On-Demand Development Tools

Sustain learning and apply skills with interactive support tools on DDI's Pinpoint platform:

- Engagement and Retention Conversation Guides
- Reactive Retention Discussion
- Capability and Motivation Grid
- Course Job Aids
- How to Stop Employees Leaving in Waves Podcast

- Need to build more skills? Want to enhance with more tools? DDI can work with you to co-create a custom experience unique to your organization. -

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Course Overview

Build Skills with High-Impact Courses

Communication: Connect Through Conversations

This course highlights to leaders that engaging the “head”—the business outcome of the conversation—is just as critical as recognizing and addressing the “heart”—people’s feelings such as being respected or appreciated. Leaders will recognize the role of emotional intelligence in success as a leader as they develop foundational leadership skills that apply to the wide range of workplace situations they must handle.

Engaging and Retaining Talent

This course provides leaders with a model to determine what drives each individual’s engagement, as well as methods for proactive engagement and talent retention. Participants learn how to conduct “engagement conversations” and “retention conversations.” They explore ways to offer recognition and create an engaging environment using no-cost “everyday engagers.”

Creating an Inclusive Environment

This session moves past the numbers game of diverse representation to focus on leaning into and leveraging the unique abilities, perspectives, styles, and ideas of each person. Stereotypes and unconscious bias are explored as well as the differences in who we are, how we think, and what it means to an inclusive workplace. Three practices lay out a personalized path for identifying, engaging with, and advocating for individuals whose voices must and should be heard.

Boost Learning with Microcourses

Engaging Quiet Quitters

Quiet quitting is the new hot topic; however, it’s not new in the workplace. Leaders will learn to recognize the causes and symptoms of employee disengagement and gain strategies to re-engage and prevent quiet quitting from happening on their teams.

Everyday Engagers

People need to feel satisfied with their jobs, but even a leader’s best intentions can’t guarantee that their team is truly engaged. If people feel disconnected, they might not perform at their best. Evaluating engagement efforts and demonstrating simple but powerful everyday actions will help to motivate and engage team members as well as leaders themselves.

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Retention Drivers

One of the biggest risks organizations face is losing top-performing employees and competing for them in a tight labor market. Leaders have a direct role in influencing the common drivers of employee satisfaction.

Career Coaching Conversations

Creating, maintaining, and retaining a high-performing workforce helps organizations remain competitive. Career coaching can do all that by developing employees and helping them explore the options and opportunities available.

Developing Individual Team Members

Some people on your team need development to meet minimum job requirements. Others need to be prepared for future opportunities. Developing your team members helps to not only upgrade existing knowledge and enhance skills, but also strengthens relationships within the team.

Building Trust in Your Work Environment

Although you can see how others’ behavior affects trust in the organization, you might not recognize how your own behavior influences trust. Trust is built gradually, one interaction at a time. But it only takes a single action to break it.

Designed for Impact

High-impact leadership development needs to be designed as a learning journey that unfolds over time, draws on multiple learning options and modalities, and provides opportunities for practice and application.

With DDI by your side, you can design and deliver powerful learning journeys proven to develop better leaders. We’ll work with you to:

Flex to Meet Needs—Looking for an off-the-shelf program or custom solution? A program delivered online, virtually, live, or a blended approach? We’ll flex and help design the unique learning journey you need.

Scale for Success—Whether you’re looking to develop a few cohorts or all managers across your enterprise, we can help.

Measure Impact—Need to show real results? We have easy options to help you track and measure success from knowledge checks to continuous feedback tools to evaluation surveys.