



HR Business Solutions

EMPLOYEE RETENTION INTERVIEWS

A solution to retaining talent

Why wait until an employee decides to leave your organisation to discover what you could have done to make them stay?

Retention interviews are a preventative and proactive strategy used to 'check in' with employees to ensure that they are satisfied with their job and the organisation. Engaging an independent consultant to conduct retention interviews usually results in the employee providing more candid and honest feedback to form the basis of employee retention strategies.

The retention interview will comprise of a one hour retention 'check-up' interview to:

- Identify any issues and opportunities to increase employee engagement and satisfaction
- Ascertain the employee's intended tenure
- Check if the employee's job expectations have been met
- Provide feedback on the employee's relationship with their manager
- Identify immediate preferences for change: job and manager
- Risk assessment of employee future success within the organisation

The benefits of conducting retention interviews with employees are:

- Immediate feedback to managers
- Opportunity to identify where employee expectations have not been met by the employer
- Recommendations on how to manage disconnection events
- Feedback on how to improve recruitment practices, employer branding strategies, induction and training
- The investment in the interview itself signals the employee's importance to your organisation
- Retention interviews are a more cost effective method than replacing the employee

Don't wait until an employee has left to ask what you could have done to have kept them. Find out how to keep them today, and act on it before it's too late.

To find out more please contact Tina Radford to discuss further on (07) 3254 1177.

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