**Dick Finnegan Speech Topics**

WORK FROM HOME

***The Work-From-Home Challenge for Employee Engagement & Retention***

Covid-19 stressed our workplaces in unprecedented ways, and just one outcome is the increased number of employees who will work from home. Gallup’s findings that the #1 reason employees leave and disengage is how much they trust their direct supervisors adds substantial burden to the already-challenging goal of retaining and engaging top performers. How can leaders build one-on-one trust virtually while working with teams who they might never meet in person? Learn the precise ways Stay Interviews can be modified to leverage trust and increase virtual productivity.

LEADERSHIP KEYNOTES

***Leadership, Trust, and It’s Straight-Line Connection to Retention & Engagement***

It’s a simple exercise. Ask a group of attendees to raise their hands if they’ve ever left a job for more pay. Then ask “Has anyone left a job because of an untrustworthy boss?” Twice as many hands will rise for the second question regardless of job level. Somewhere in the mix of exit surveys and other surveys for pay, benefits, and engagement, we’ve lost track of what really matters to keep our employees and motivate them to give their best - TRUST. It is leadership’s responsibility to train for it, coach for it, promote for it, and build the organizations upon its pillar. Learn the behaviors high-trust leaders utilize and apply, as well as the language and verbal cues that amplify their impact on teams and organizations so you too, can fully leverage these remarkable strengths.

EMPLOYEE ENGAGEMENT & RETENTION

***Let’s Rethink Retention and Engagement***

In our post-Covid way of work, engagement and retention have never mattered more. Common thinking is employees quit or disengage because of pay/benefits/recognition/communication and the like…when the deeply-researched top reason is they don’t trust their boss. Solutions are elusive, though, because trust coaching and courses don’t make a dent. But organizations and each of their leaders can make lasting improvements to engagement and retention. Attendees will learn business-based strategies and tools to build trust to greatly improve engagement and retention...and ultimately company profitability.

STAY INTERVIEWS

***The Power of Stay Interviews***

The NUMBER ONE reason employees engage or disengage, or stay versus leave, is how much they trust their boss. This is not an HR problem. It is a Leadership problem and it can be solved. Based on Dick Finnegan’s all-time top-selling SHRM book, *The Power of Stay Interviews for* *Engagement and Retention*, this session will give attendees real-world techniques including tools, Stay Interview success stories, and methods for forecasting future turnover.

CUT TURNOVER

***How to Cut Employee Turnover 30% and More***

Employee turnover is the #1 business obstacle in the U.S. and the world…and post-pandemic turmoil will make this problem worse. Most organizations are caught in the revolving door syndrome of employee surveys/program solutions/re-surveys with no change. The reason is clear, the main reason employees quit is they don’t trust their boss. Participants will learn how a 5-step employee retention improvement process has been applied in healthcare, manufacturing, call centers, and other industries to cut turnover 30% and more.