

Sharon Jordan-Evans Sample Speeches

Hello Stay Interviews, Goodbye Talent Loss

Everything you wanted to know about Stay Interviews

Good employees are hard to find and they can be easy to lose.

There's a simple tool every manager can use to ensure that star performers and solid contributors alike will feel energized, engaged and excited—and that will give you fair warning if they're unhappy. It's called the stay interview.

The idea is simple: ask people how they like their jobs and what will keep them engaged and on the team.

Worried that your talented people will want things you can't deliver, like more money or a big promotion (or a Tesla)? You'll learn a simple four-step process for dealing with the most challenging requests.

Stay interviews prevent exit interviews. They cost nothing, and the price of not doing them, in lost talent and time, can be huge.

It's an idea you can begin to implement before lunch!

By attending this session you will:

- learn the why, when and how of conducting stay interviews.
- understand a simple 4-step process for dealing with challenging requests from talented employees.
- practice stay interviews and see how easy and effective they really are.
- leave excited about this simple new tool to help you engage and retain your talent.

Love 'Em or Lose 'Em

The Managers Role in Engaging and Retaining Talent

Smart organizations know it. In today's business world, talent is everything.

A highly-engaged workforce can take an organization to impressive and profitable heights. An indifferent workforce can ruin it. Many organizations want to make their environments better places to work. The problem is that they don't know how to go about it. They may not know where to start. Or, they focus on the wrong things, such as compensation and perks.

Sharon Jordan-Evans has a different approach: one backed up by research and decades of high-performance coaching. Sharon believes that the place to start is with the organization's managers. The managers-as-leaders have the clout and the responsibility in the race for talent.

By attending this session you will:

- understand the cost of talent loss in the 21st century.
- establish a new mindset about the leader's role in the retention dilemma.
- appreciate the significance of retention factors other than pay.
- dialogue about at least six retention strategies that will work for any leader, anywhere.
- leave with concrete "to-dos" and a renewed energy and optimism about the role that leaders at all levels can play in the race.

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Love It, Don't Leave It Increase Workplace Satisfaction

Is it possible to make the job you have the job you love?

Many employees leave their jobs because something is wrong or missing. Some leave by walking out the door. Others leave by withdrawing their energy and commitment, while staying put. Later, many regret their departure.

But what if there were another option?

What if it were possible to make the job you have the job you love?

Sharon Jordan-Evans believes that you ultimately are in charge of your own work satisfaction. It's up to you to find what's wrong and fix what's missing.

In this session, she offers dozens of tangible strategies for improving workplace satisfaction, including strategies about communication, stimulating career growth, and balancing work with family.

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Both Sides Now Manager and Employee Roles in Workplace Satisfaction

Aligning your managers, employees and HR professionals benefits everyone.

We know, of course, that managers are in charge of engaging and retaining talented employees. We also know that each employee is responsible for his or her own career and workplace satisfaction.

If the roles of both groups are known, why aren't things working? Why are 55% of employees disengaged (Gallup), while one-third of all employees are intensely negative?

Sharon Jordan-Evans, executive coach and keynote presenter, gives managers, employees and HR professionals concrete tips for improving workplace satisfaction, morale and productivity. Managers learn to engage their people by employing research-supported strategies in their day-to-day interactions with their talent.

Employees learn to fix what's wrong and find what's missing right where they are – without disengaging or jumping ship. HR professionals learn how to support both groups of people through training, mentoring, and coaching.

By attending this session you will:

- understand the dual roles of managers and employees in the engagement equation.
- learn concrete strategies for keeping talent and getting more of what you want from work.
- identify actions you could take as a manager, individual worker or HR professional – starting tomorrow.
- leave with excitement and optimism about the possibility of creating and working in an engagement culture.