



The E Series: Culture Driven Recruitment & Retention

Sometimes it feels like the chicken or the egg dilemma. Which comes first: recruitment or retention? We need to attract the right people for our culture so they stay and perform at their highest level. At the same time, we need to create organizational cultures where fewer people leave so we don't have so many open positions to fill.

Thankfully there's no need to solve this dilemma as we'll be covering *both* important topics in the Culture Driven Recruitment and Retention Series! There is a tremendous opportunity to do things differently when it comes to retaining team members and attracting new people to our field and we will explore all sides of the issues together.

Between the impactful interactions with those we serve and the connections with the caring people who work in our field, senior living can be an incredibly attractive place to work! Too often though, we don't tap into the benefits of working in our field or share what makes our individual organization unique. That will change once you participate in this series and take action on what you learn.

Our services include the development of a customized program and implementation of five webinars and two full day sessions.

| Education | Session | Title |
|-----------------------------------|-----------|---|
| 90 Minute Webinar Includes Q&A | Session 1 | Energized Employees: Thank Goodness It's Monday! |
| Full Day In-Person 8-4pm | Session 2 | Exceptional Start: Assessing and Building Your Recruitment & Retention Program |
| 90 Minute Webinar Includes Q&A | Session 3 | Engagement from the Onset |
| 90 Minute Webinar Includes Q&A | Session 4 | Experiencing Orientation: Beyond Policies and Paperwork |
| Full Day In-Person 8-4pm | Session 5 | Enthusiasm from Day 1: The First 90 Days |
| 90 Minute Webinar Includes Q&A | Session 6 | Exceeding Employee Expectations through Coaching Relationships |
| 90 Minute Webinar Includes Q&A | Session 7 | Evolving: Keeping People Performing at Their Best |