

CAREER GROWTH ASSOCIATES

DETROIT PHOENIX
BRUSSELS

TALENT RETENTION

We know that retaining talent is becoming a critical challenge, that increasing turnover costs can significantly impact the bottom line, and that engaging employees is becoming more challenging. We offer a multi-faceted, customized strategy - "Career Connections" - that will align and integrate your existing programs and provide new solutions targeted at HR professionals, managers and employees.

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Career Growth Associates specializes in designing and delivering programs that meet the specific needs of your organization.

Working with you, Career Growth Associates can clarify your specific objectives, review your existing programs and processes, and tailor a program for you based on our proven solutions.

Career Connections

- Reduces turnover
- Gets the "right person" in the "right job"
- Improves motivation and morale
- Empowers employees to plan and manage their careers
- Engages managers in "developing dynamic talent"
- Capitalizes upon HR resources and programs dedicated to talent development, retention and management
- Retains top talent and leadership

DaimlerChrysler Services Success Story

In 2002, DaimlerChrysler Services initiated an Employer of Choice Initiative and a commitment to reduce their turnover rate of 15% which was costing them \$13M annually.

Career Growth Associates, a long term partner in providing learning and leadership programs for DaimlerChrysler, was asked to help them develop "Career Partnership," their unique version of Career Connections. Within eighteen months, over 500 employees had participated in the program. For that group, the turnover rate was reduced to 5% with 31% of the employees securing promotions, 40% taking lateral moves, and 29% staying in their positions (most—by choice).

It would be our pleasure to personally meet with you to discuss your needs and how we can assist you.

HR based solutions

- *Review and modify recruitment and selection processes.*
- *Redesign and expand the orientation program.*
- *Align and integrate: competency assessment, performance appraisal, training and development programs, development plans.*
- *Compile and coordinate information: position descriptions, organizational charts, career paths.*
- *Align and integrate retention/development programs, i.e. mentoring, job shadowing, diversity.*
- *Create an on-line career resource site for employees.*

Manager based solutions

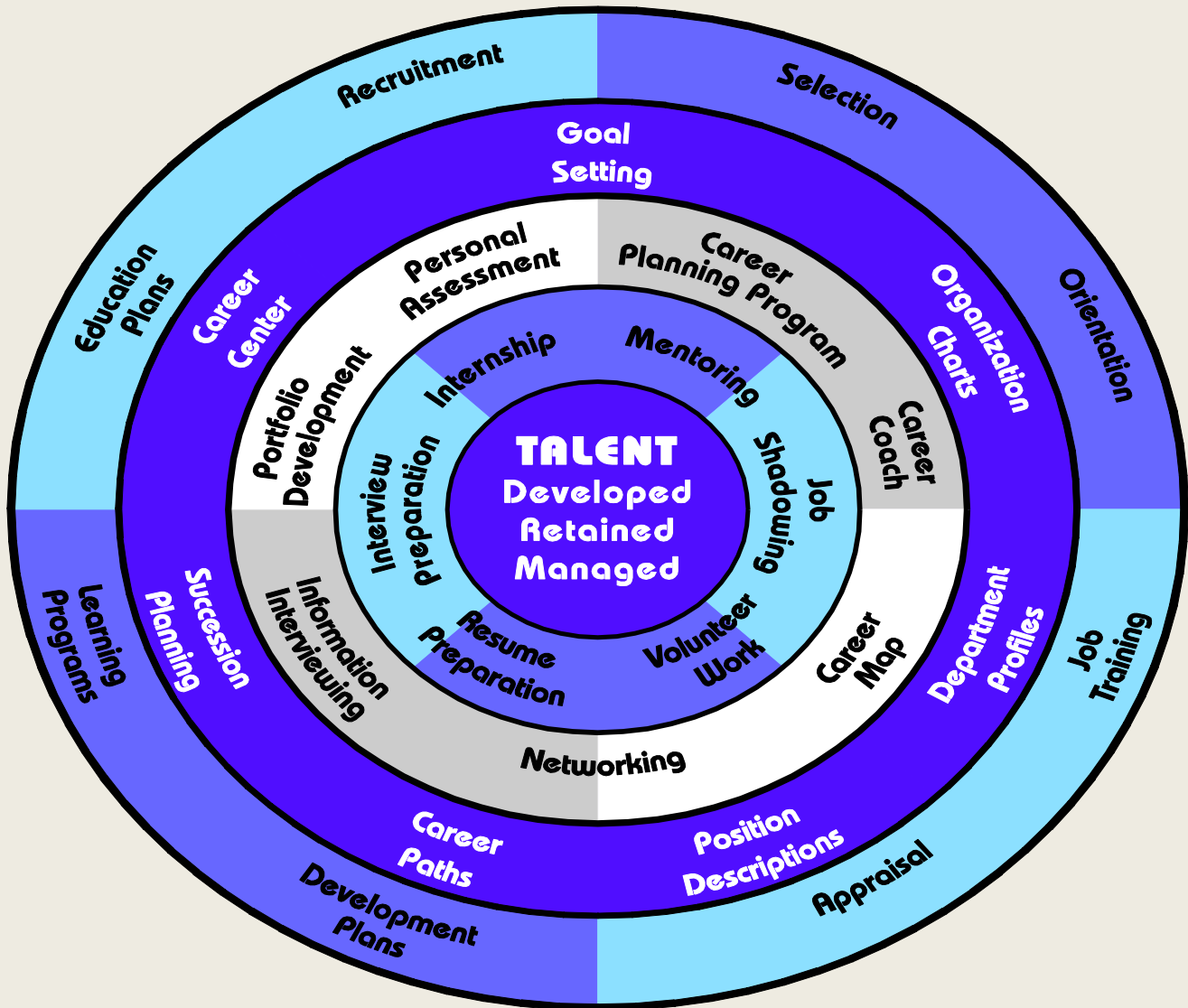
- *Information sessions on: the talent retention challenge, company strategies, and the role of managers in talent selection, development, retention and management.*
- *Development programs for "How to" ~*
 - Manage today's workers—"Capitalizing on Strengths and Differences"*
 - Develop talent—"Developing Dynamic Talent"*
 - Create positive relationships—"Relationship Management"*
 - Select the "right person" for the job—"Talent Selection"*
 - Identify, develop and retain high performers—"Motivate, Model, Mentor"*
 - Support and implement HR programs and processes for talent selection, development and retention—"Putting It All Together"*

Employee based solutions

- *"Chart Your Own Course" - a twenty hour career planning and management education program that results in a Career Map and includes the following modules*
 - Goal Setting*
 - DiSC Personality Profile*
 - Six Step Career Planning Model/Process*
- *On-line information and assistance with:*
 - Networking*
 - Information Interviewing*
 - Mentoring*
 - Portfolio development*
 - Job shadowing*
 - Resume preparation*
 - Interviewing*
- *Career Coach*



CAREER CONNECTIONS



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