

Highlights from Senior Leader NetWorkshop on Talent Retention Strategies

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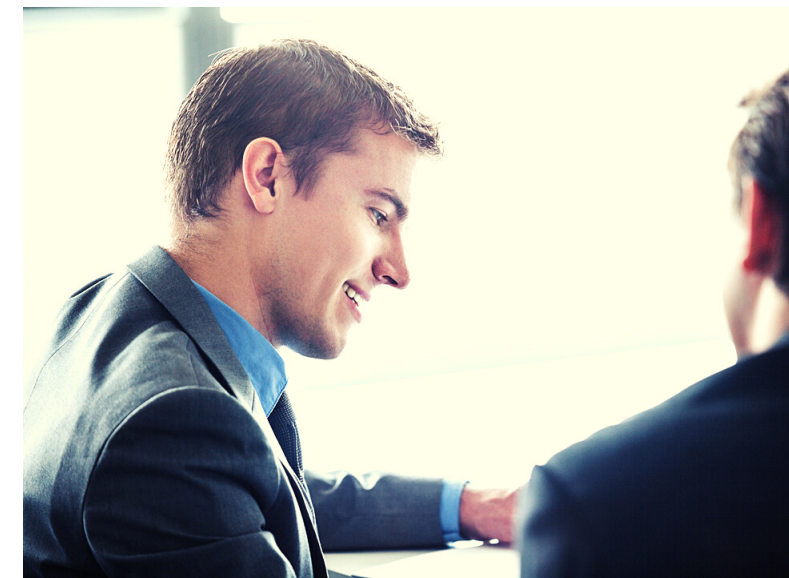
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Talented people quit managers, not companies

Transform your managers into 'talent managers':

- Expand the scope of their role
- Develop mindset and skillset such as relationship building, active listening, openness to learning



Talent retention requires a personalised approach

Apply new and unusual strategies:

- Connect talents with senior managers based on their interests
- Create individualised retention plan which is updated yearly



Employee experience needs bottom-up approach

Don't come up with solutions at management level:

- Ask talents what they want
- Put them in the driver's seat: allow talents to indicate when they're ready for the next step