Goskills

Reducing Employee Turnover

GoSkills online course syllabus

Skill level
Beginner

Lessons
17

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Pre-requisites
No prior experience needed

Video duration
42m

Estimated study time
42m 22s

Instructor
Andra Vaduva

Introduction

1 Retaining your employees

If your employees are your biggest asset, it's important that your organization prioritizes retaining them.

Examine Your Organization

2 Identify employee needs

In order to improve your organizational culture and hopefully your organization's turnover rates, you must understand what your employees need.

3 Prioritize company culture

Culture is an indicator of turnover. After this lesson, you will be able to start creating a culture first company.

Prioritize Psychological Safety

4 Define psychological safety

One of the main reasons behind employee attrition is the lack of psychological safety.

5 Impact of psychological safety

Google's People Operations team finds psychological safety is the number one indicator of successful teams.

6 Cultivate psychological safety

Organizations with low or nonexistent psychological safety are facing high turnover rates.

Build a Culture of Trust

7   Build adaptability and resilience

Change is hard, uncomfortable and challenging. After this lesson, you will be able to identify the implications of making changes in your culture.

8   Double-down on trust

The common denominator in all aspects of psychological safety is trust.

9   Virtual culture

If trust, and therefore psychological safety, is difficult to create in a physical workplace, then it is a thousand times more challenging to achieve in virtual one.

Create Your Intervention Plan

10   Measure trust levels

In order to make improvements, you have to know where to improve.

11   Identify the gaps

After using different measurement methods, you will need to interpret the results and take action.

12   Analyze your results

After using different measurement methods, you will need to interpret the results and take action.

Improve Psychological Safety

13   Curiosity over blame

Workplace obstacles can be overcome, and acknowledging that it's a process rather than a destination is an important first step.

14   Collaborate through conflict

Don't feel overwhelmed by conflict!

15   Celebrate failure

Great news!

16   Integrate feedback

It's okay that building culture doesn't come easy, but communication is essential.

Conclusion

17 Lowering turnover confidently
Thanks for watching this course!

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