



Don't Let Them Get Away. Retention Strategies for 2022

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The Great Resignation is the Great Opportunity

“Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up. Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers.” –[Galatians 6:9-10](#)

- This Fall we saw the highest voluntary quit rates in over a decade. ([Trading Economics](#))
- Nearly half of the American working population is actively seeking a new job opportunity. ([Gallup](#))
- Two thirds of employees say that Covid has caused them to reflect on their purpose in life. ([McKinsey](#))

Leaders have an opportunity to set the standard for Christian-led organizations as the best workplaces (most effective, strategic, trusted, rewarding, collaborative and fun.)

We have an amazing opportunity to attract talented job seekers, but it's more critical to have a healthy workplace that retains them.

Opportunities:

Assess talent needs

Strengthen teams

Enhance the environment

Invest in people development

Re-evaluate and communicate policies

Q: Are you spending more time, money, energy on attracting or retaining your employees?

Q: What are the barriers to retaining great people in your organization?

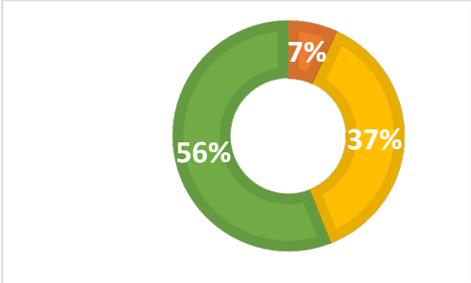
Retention is the by-product of a healthy culture

A direct correlation exists between employee engagement and higher staff retention and productivity and ultimately multiplied mission impact.

- **Culture** is defined as the shared values, behaviors, and vision that contribute to the work environment.
- **Employee Engagement** is the level of commitment and emotional connection to mission, work, goals, and culture of the organization.

Learn more about the 8 factors of engagement: [Complete Guide to the 8 Engagement Factors](#)

Data driven decisions increase culture health



Engaged:
Passive:
Disengaged:

Source: BCWI Data from 48,600 workers globally. 2021

-  FANTASTIC TEAMS
-  LIFEGIVING WORK
-  OUTSTANDING TALENT
-  UPLIFTING GROWTH
-  REWARDING COMPENSATION
-  INSPIRATIONAL LEADERSHIP
-  SUSTAINABLE STRATEGY
-  HEALTHY COMMUNICATION

Most influential:

Least Influential:

Q: Where are we spending most of our time and money?

Explore the workplace culture diagnostic: <https://diagnostic.bcwinstitute.org/>

Q: What percent of your employees are engaged? How do you know?

Key to success: Incorporate engagement into your annual rhythm

THREE KEYS: COMMITMENT, COMMUNICATION & CONSISTENCY

1. Acquire data and feedback on your staff culture from trusted sources.
2. Communicate the results to your staff with transparency and humility.
3. Celebrate and leverage your strengths internally and externally.
4. Incorporate engagement opportunities into annual strategic planning.
5. Include staff in problem-solving ideation and implementation.
6. Connect direction and decisions back to staff feedback in ongoing communication.
7. REPEAT

For more on the engagement path to success: [Road to Flourishing](#)

2022 Retention Strategy

Establish a culture of trust and transparency between staff and leadership.

Equip and encourage mid-level supervisors.

Enhance workplace flexibility (remote/hybrid/PTO options.)

Envision a future for personal and professional development.

Foster collaborative decision-making, up, down and across the organization.

Personalize the connection between job and the mission outcomes.

Implement merit and values-based rewards and recognition.

Q: What is your engagement focus this year?

For more listen: [Workplace Trends for 2022](#)

2022 Trends to explore

No/low-cost options have MORE influence on overall engagement and long-term retention.

No/Low Cost Options	Moderate/High Cost Options
Family-centric culture	Transportation stipend
Collaborative leadership	Free onsite meals/snacks
Competent and compassionate bosses	Discounted or free daycare for employees
Functional and fun teams	Well-being/mental health services
Shift flexibility and sharing	Tuition reimbursement
Skill Development	Above & Beyond rewards
Growth opportunities: horizontal and vertical	Parental leave (birth and adoption)

Q: What has your organization tried (or is exploring) to enhance engagement?

Next Steps and resources

Plans fail for lack of counsel, but with many advisers they succeed. Proverbs 15:22

- Ensure your retention decisions are based on facts.
- Discern your engagement strengths and opportunities.
- Identify a retention strategy that meets your unique needs.

In addition to our survey and consulting services, BCWI is happy to offer several complimentary resources to inspire culture growth. Check out these resources and launch your engagement journey today! <https://www.bcwinstitute.org/bcw-resources/>