

Keeping the Staff: Retention



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Agenda



1 Psychological Safety

2 Professional Development & Advancement

3 Burnout & Community Care

4 Recognition

5 Supervision & Coaching

6 Situational Leadership

Retention goes beyond keeping staff. It's about creating an environment where employees feel valued and supported.



Psychological Safety

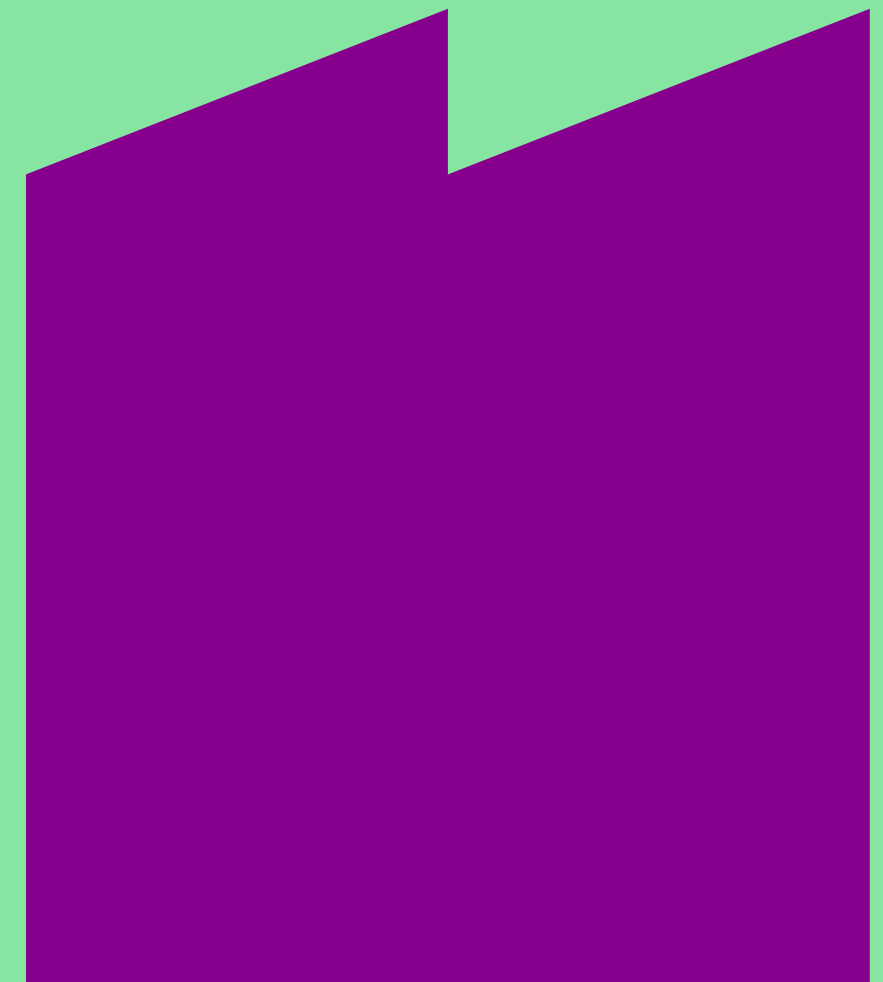
Foster an inclusive, supportive, mission-driven environment.

Encourage open communication and feedback.

Promote transparency and fairness in decision-making.

Professional Development & Advancement

- Offer meaningful professional development opportunities
 - Continuing education and certification programs
 - Allow for learning job tasks with increased responsibility or clinical complexity
- Provide ladders to leadership





Burnout & Community Care

Identify stress & burnout.

Offer supportive supervision and teamwork to support staff.

Recognition

Include formal and informal opportunities for recognition

Celebrate milestones and achievements of staff and teams

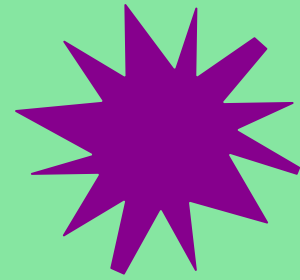


Supervision & Coaching



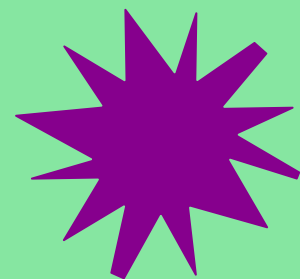
Regular supervision sessions

Have consistent, scheduled sessions focused on administrative, educational, and supportive supervision.



Empathetic listening & constructive feedback

Create a safe space for staff to discuss challenges, frustrations, and successes. Offer feedback that highlights strengths and areas for growth in a positive, supportive way.



Goal setting & accountability

Collaborate with staff to set achievable goals and provide guidance on reaching them.



Leadership Style Quiz

Before we get started, let's take a quick quiz.

[Link to quiz!](#)



Situational Leadership

An approach that emphasizes the need to adapt one's leadership style to the situation at hand. It is based on the premise that there is no one-size-fits-all approach to leadership, and that the most effective leaders are those who are able to assess the needs of their teams and adjust their leadership style accordingly.



4 Situational Leadership Styles

Directing

- Leader is very involved in the decision-making process and closely supervises their team.
- Useful in situations where team members are new to a task or project, or when they lack experience or confidence.
- Can lead to team members feeling demotivated, disengaged, or disempowered if the leader starts to micro-manage



4 Situational Leadership Styles



Coaching

- Leader is focused on developing employees' skills and abilities, as well as fostering a growth mindset within the team
- Leader works closely with their team members, helping them to identify their strengths and weaknesses and providing them with opportunities for growth and development.

Supporting

4 Situational Leadership Styles

- Known as the “participating” style because leaders using this approach actively involve their team members in decision-making processes.
- Focus is on building a positive relationship between the leader and team members to increase their motivation and engagement.
- Use praise and recognition to reinforce positive behaviors and encourage ownership of work



4 Situational Leadership Styles



Delegating

- Trust their employees and their skills.
- Are primarily hands-off and avoid micromanaging.
- Allow their team members to rely on their judgment and make decisions.
- Give employees space to work on their projects and provide support if needed.

Situational Leadership Styles

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Coaching

- Leader is focused on developing employees' skills and abilities, as well as fostering a growth mindset within the team
- Leader works closely with their team members, helping them to identify their strengths and weaknesses and providing them with opportunities for growth and development.
- May struggle when switching to a remote setting

Supporting

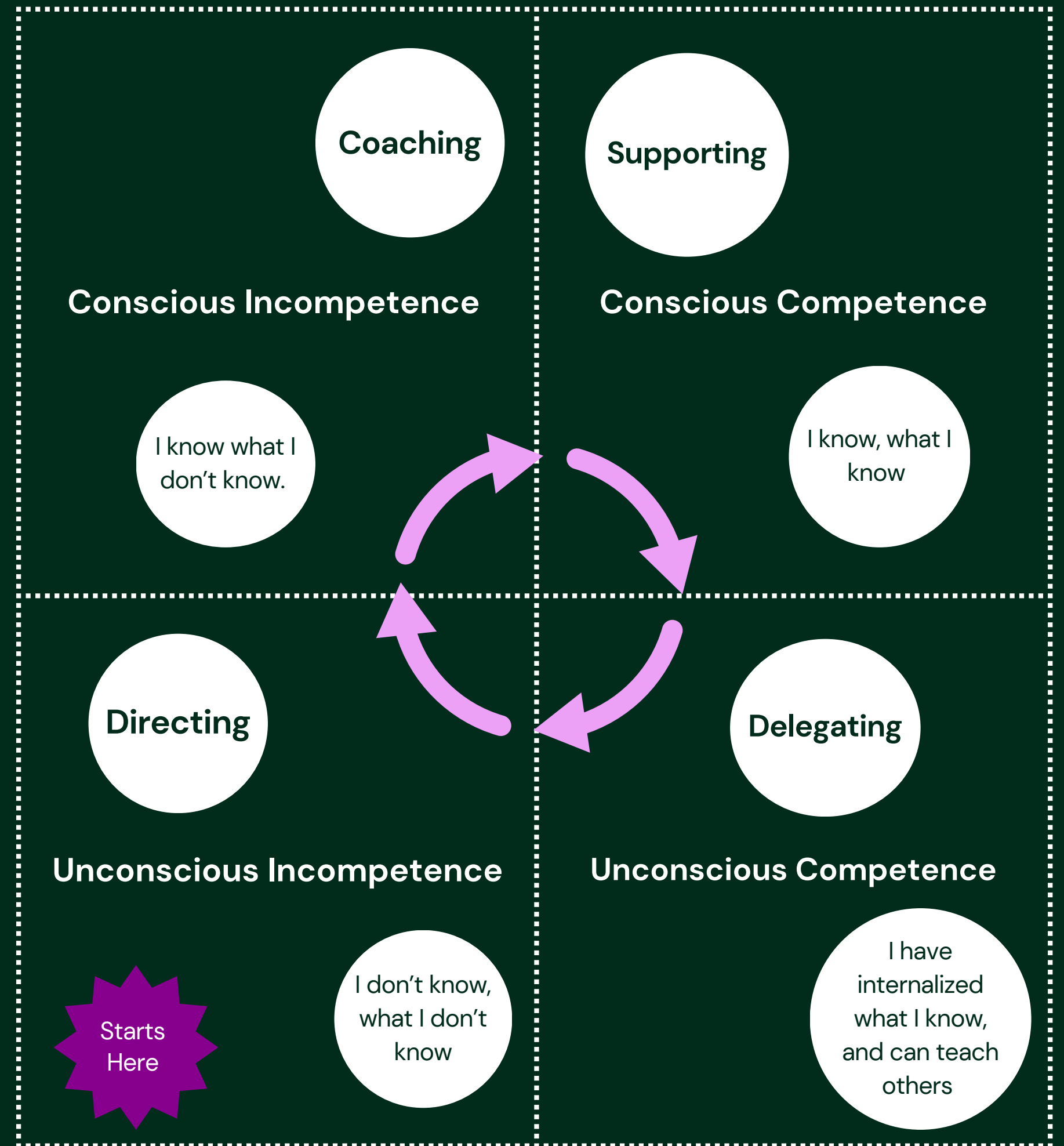
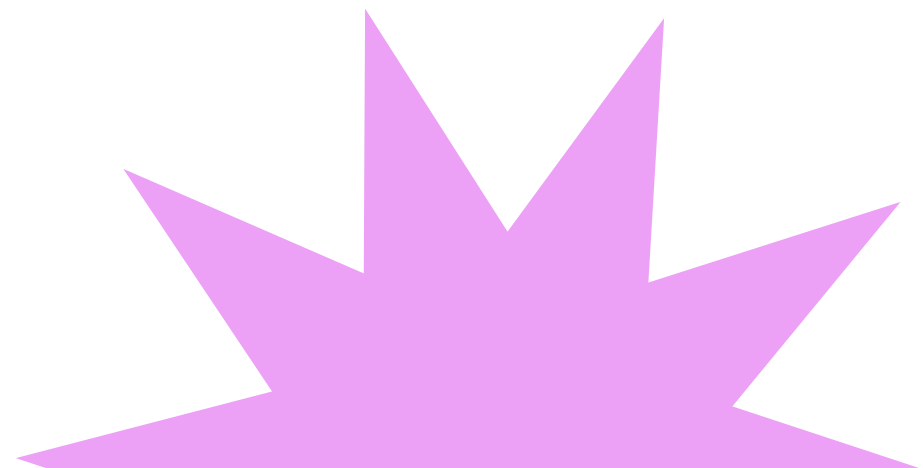
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The Learning Process

Which leadership styles are appropriate for developing team members?



Breakout!

In groups of 3–4, discuss your leadership style.

- What are some of your strengths?
- What are some of the areas you can grow?





Share Your Insights!

Everyone share in the chat what are some things you plan to implement with your program and team!



Thank
you!

