



Talent Retention Strategies for Leaders Training Course

26 – 30 April 2027
Tokyo

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Overview

Talent Retention Strategies for Leaders Training Course is a one-week course for HR leaders, people managers, talent professionals, and HR business partners who leave with a Targeted Talent Retention Plan. Participants segment retention risk, gather stay evidence, diagnose drivers, design manager and organizational actions, test interventions, measure outcomes, and govern decisions. The course treats retention as a targeted talent-risk discipline rather than a generic engagement or reward campaign. Agile Leaders Training Center develops talent retention strategies.

Who Should Attend

- HR leaders responsible for retention priorities, resources, and governance
- People managers responsible for stay conversations, workload, growth, recognition, and team climate
- Talent professionals responsible for critical roles, mobility, succession, and development
- HR business partners responsible for diagnosing unit-level retention risks
- People analytics teams responsible for turnover, retention, and intervention evidence

The course assumes participants contribute to people decisions and excludes compensation design, employment-law advice, recruitment operations, and generic engagement-survey administration.

Departments and Industries

The course supports departments and industries exposed to critical-role loss, scarce skills, manager variation, or avoidable turnover.

- Human resources, talent management, and people analytics
- Operations, customer service, and shared service teams
- Technology, professional services, and financial services
- Manufacturing, healthcare administration, and field operations
- Public, nonprofit, and private organizations with retention priorities

Learning Objectives

By the end of this course, participants will be able to:



- Segment turnover and retention risk by role, talent population, manager, and career stage
- Gather credible stay, exit, mobility, workload, and experience evidence
- Distinguish symptoms, drivers, constraints, and controllable retention levers
- Design fair manager, career, recognition, flexibility, and work interventions
- Run bounded retention experiments with measures and decision rules
- Govern critical-talent actions, escalation, outcomes, and learning

Course Agenda

Day 1: Retention Risk Architecture

- Turnover and Retention Definition Dictionary
- Critical Talent and Role Segmentation Matrix
- Regrettable Loss Risk Heat Map
- Employee Lifecycle Retention Journey
- Retention Materiality and Governance Charter

Day 2: Stay Evidence and Diagnosis

- Manager-Led Stay Conversation Guide
- Exit, Stay, and Mobility Evidence Map
- Retention Driver Diagnostic Tree
- Manager and Team Pattern Review
- Retention Constraint and Control Register

Day 3: Targeted Retention Levers

- Career Growth and Internal Mobility Action Grid
- Recognition and Contribution Alignment Canvas
- Workload, Flexibility, and Wellbeing Review
- Fairness, Inclusion, and Belonging Check
- Critical Talent Risk Response Matrix

Day 4: Experiments, Measures, and Decisions

- Retention Intervention Hypothesis Sheet
- Target Population and Fairness Control Checklist
- Retention Experiment and Comparison Design
- Leading and Outcome Measure Chain
- Continue, Adapt, Scale, or Stop Decision Rule



Day 5: Talent Retention Practice

- Exercise: Segment a Regrettable Loss Risk
- Exercise: Diagnose Stay and Exit Evidence
- Exercise: Design a Manager and Career Response
- Exercise: Review a Retention Experiment
- Capstone Exercise: Targeted Talent Retention Plan

Practical Exercises

The course uses suggested activities to test retention decisions across service, manufacturing, technology, and healthcare administration settings.

- Suggested activity: segment turnover by criticality, tenure, role, manager, location, and career stage.
- Suggested activity: turn stay conversations, exit evidence, mobility data, and workload signals into testable driver hypotheses.
- Suggested activity: combine manager action, career movement, recognition, flexibility, and work design for one target population.
- Suggested activity: evaluate whether an intervention should continue, adapt, scale, stop, or receive further investigation.

FAQs

Who suits talent retention strategies training, and what does it assume?

Talent retention strategies training suits HR leaders, managers, talent teams, business partners, and analysts who influence retention decisions and can act on manager, career, work, recognition, or mobility evidence.

How does talent retention differ from employee engagement?

Engagement describes aspects of connection, motivation, and experience. Retention work identifies which talent risks matter, why specific populations may leave, which levers are controllable, and whether targeted actions change outcomes.

Who should conduct a stay conversation?

The direct manager should normally lead the conversation with trust, curiosity, and clear follow-up. HR can provide prompts, manager preparation, theme analysis, escalation routes, and governance without replacing the relationship.



How should organizations interpret turnover and retention measures?

Organizations should define populations and periods, separate voluntary and involuntary movement, identify regrettable loss, segment patterns, test context, expose data limits, and avoid treating every departure as preventable.

When is a retention intervention ready to scale?

An intervention is ready to scale when the target population, mechanism, fairness controls, delivery fidelity, leading evidence, outcome evidence, cost, unintended effects, and decision rule support expansion.

Conclusion

Participants take back a Targeted Talent Retention Plan containing risk segments, stay evidence, driver hypotheses, manager and organizational actions, an experiment, measures, and governance. The plan changes broad retention campaigns into accountable decisions for defined talent populations. It helps leaders protect critical capability while learning which actions influence employees to stay.