



On-Site Training Program

High Performance Management & Employee Retention

As one of the leading providers of on-site training, we offer several corporate training topics that can be tailored to solve your company's performance challenges, support organizational development, and meet specific business goals. With 17 years of experience delivering on-site training programs to Fortune 500 companies, small businesses, and non-profits, we set the industry standard for corporate training excellence.

What we do? Our training consultants will customize a training program specifically for your organization's needs and objectives, and we will act as an extension to your own training and development department. We'll help identify what types of training would best address each training need, as well as how to structure the day for maximum return on your investment.



In this interactive workshop, your Managers and Supervisors will master the essential techniques and best practices today's winning managers use to build high-performance teams. Strong, productive teams that pull together to exceed goals and go the extra mile don't happen by accident.

They're created, led and motivated by leaders with exceptional team-building skills. Thanks to this intensive workshop, your managers, supervisors and team leaders can now master the latest techniques, innovative tools and best practices used by the country's top managers to achieve improved team performance and increased productivity.

Who Should Attend?

Middle Managers, Operational Managers, Government Managers, Public Agency Managers, HR Managers, Sales Managers, Team Leaders, Newly Promoted Managers, Supervisors, State Leaders, County Managers, and Organizational Managers.

Group discounts available



Contact us for a FREE Consultation:

Visit prolificconcepts.com/start

Call (925) 895-0355

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After this workshop, your Managers and Supervisors will be able to:

- Identify areas and activities that have the greatest potential benefits in retaining great employees.
- Allow you to create measurements and metrics to track your progress over time.
- Discover what is of most concern to your employees, and therefore the greatest risks to losing them.
- Learn the reasons your employees stay to continue and improve in these areas.
- Improve your organization with the specific feedback from the tools.
- Become more attractive to current and potential employees.

Top 10 Reasons Why Employees Leave:

1. Insufficient Recognition and Rewards from Management
2. Lack of Acknowledgement and Appreciation from Management
3. Insufficient Salary, High Gas Prices, Unreasonable Work Demands
4. Limited Opportunities
5. Boredom, and Lack of Career Advancement
6. Poor Management and Bad Leadership
7. Micro-Management
8. Lack of Job Security
9. Stress, Overwork, and Job Burnout
10. Lack of Work-Life Balance

How Valuable Are Retention Efforts

Our sources estimate that a 10% reduction in employee turnover was worth more money than a 10% increase in productivity, or a 10% increase in sales!

Financial Impact to Company's

If the average salary is \$50,000/yr, the cost of one employee turnover is \$12,500. If you have 10 employees terminating per month, the cost to the organization equals \$125,000/month. Multiply that by 12 months and you have \$1,500,000 in added annual expenses.

Other sources estimate that it can cost companies around 150% of higher level employees! For example, if the average salary is \$125,000/yr for a high level employee, the cost of one turnover is \$187,500. If you have 10 of these employees terminating per year, then your company's added expenses can be an additional \$1,875,000.

Financial Cost of Employee Turnover

Many managers are unaware of the high cost of Employee Turnover. The cost of turnover adds hundreds of thousands of dollars to a company's expenses. While it is difficult to fully calculate the cost of turnover, industry experts often quote 25% of the average employee salary as a conservative estimate.

A comprehensive program measures the following costs: Exit costs, Recruiting, Interviewing, Hiring, Orientation, Training, Compensation & Benefits, Lost Productivity, Customer Dissatisfaction, Reduced or Lost Business, Administrative Costs, Lost Talent and Expertise, and Hiring Temporary Workers.

Intangible Costs Include:

Loss of Company Knowledge

When an employee leaves, they take with them valuable knowledge about your company, your customers, current projects and past history (sometimes to competitors). Often much time and money has been spent on the employee in expectation of a future return. When the employee leaves, the investment is not realized.

Disruption of Customer Service

Customers and clients do business with a company in part because of the people. Relationships are developed that encourage continued patronage of the business. When an employee leaves, the relationships that employee built for the company are severed, which could lead to potential customer loss.

Turnover spirals into more turnover

When an employee terminates, the effect is felt throughout the organization. Co-workers are often required to pick up the slack. The unspoken negativity often intensifies for the remaining staff.



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100% Satisfaction Guarantee

At Prolific Concepts, Inc., we work hand in hand with you to create a high-impact, on-site training experience that guarantees the exacting results your organization needs to grow and thrive. And it is all 100% guaranteed. Every aspect of your training must meet your expectations, or we will refund your training investment in full.

Primary (NAICS Codes)

North American Industry Classification System

- 541611** - Administrative Management & General Management Consulting
- 541990** - All Other Professional, Scientific, & Technical Services
- 561110** - Business Management Administrative Services
- 541613** - Marketing Consulting Services
- 541720** - Research and Development
- 611710** - Educational Support Services
- 425110** - Business to Business Electronic Markets
- 561499** - Business Support Services
- 813910** - Business Associations
- 611699** - Misc Public Speaking, Schools and Instruction

Primary (SIC Codes)

Standard Industrial Classification System

- 8742** - Management Consulting Services
- 7389** - Business Services
- 9411** - Administration of Educational Programs
- 8611** - Business Associations
- 8331** - Job Training Services
- 9199** - General Government
- 8299** - Schools and Educational Services
- 8748** - Business Consulting Services
- 9532** - Administration of Urban Planning & Community Development