



Stay Interview Toolkit

A Manager's Guide to Keeping the
Best and Brightest

Stay Interview E-Learning Course List

1. Introduction to the Stay Interview
2. Preparing to Conduct Stay Interviews
3. Essential Stay Interview Skill #1: Listening
4. Essential Stay Interview Skill #2: Take Notes
5. Essential Stay Interview Skill #3: Probing
6. Essential Stay Interview Skill #4: Taking Responsibility
7. Managing the Stay Interview
8. Developing a Stay Plan
9. Closing and Moving Forward
10. Avoiding Stay Interview Preparation Traps
11. Avoiding Stay Interview Meeting Traps
12. Avoiding Stay Interview Post Interview Traps



The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.



The Power of Stay Interviews

Research shows that voluntary quits are approaching historic highs, while Gallup reports employee engagement has flat-lined over the past 15 years. Low employee engagement and high employee turnover is **COSTLY**. We have the solution: **Stay Interviews**.

Stay Interviews are one-on-one meetings between leaders and their newly-hired and continuing employees to improve engagement and retention. Stay Interviews succeed because:

1. They provide information that is always current
2. They build trust between each manager and employee
3. They address the absolute most important issues for each individual employee
4. They put managers in the solution seat (versus HR) because the primary reason employees leave is failure to trust their direct manager

HRCI Credits

The Stay Interview Toolkit has been approved for 2 HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®)



Vado and C-Suite Analytics Featuring Top-Selling Author Dick Finnegan

Vado partnered with C-Suite Analytics and the best-selling author, Dick Finnegan, to create 12 bite-sized e-learning courses that build the skills needed to conduct meaningful Stay Interviews with employees to increase employee engagement and reduce turnover. Dick Finnegan, C-Suite Analytics founder, authored *The Power of Stay Interviews* and *The Stay Interview*. The first book is the top-selling book in history for the Society for Human Resources Management (SHRM).