CONCEPT

Employee Motivation and Engagement Training for Managers: Stay Conversations and Retention

29 November – 3 December 2027
Amsterdam - Zuidas business district hotel



Employee Motivation and Engagement Training for Managers: Stay Conversations and Retention

Ref: 1309_22392 **Date:** 29 November – 3 December 2027 **Location:** Amsterdam - Zuidas business district hotel **Fees:** 23500 SAR

Introduction:

Employee motivation and engagement training for managers on stay conversations and retention is a one-week course for line managers, team leaders and HR business partners, ending with a Team Engagement and Retention Action Plan for a case team. Many units lose capable people they never knew were unhappy, because survey results go unread and one-to-ones drift into status updates. Nominees already lead a team or advise those who do, and the course is taught through rehearsed role-plays with structured feedback. CoreConcept Training Center delivers this course on employee motivation and engagement.

Course Objectives:

- Assess the engagement drivers and motivation signals present in their own team using turnover, absence and pulse data
- Apply self-determination, expectancy and goal-setting principles to the weekly management of individual team members
- Conduct stay conversations, one-to-ones and career conversations that surface what keeps each person in the role
- Match recognition and non-financial rewards to what individual employees value
- Identify disengagement and flight risk early and interpret a team engagement survey report with the team
- Produce a Team Engagement and Retention Action Plan with owners, follow-up checkpoints and measures

Target Audience:

- Line managers accountable for the output, attendance and retention of a permanent team
- Team leaders and supervisors who run daily work allocation and weekly one-to-one meetings
- HR business partners who coach managers on engagement survey follow-up and avoidable resignations
- Department heads who review team engagement results and approve recognition budgets
- Project and shift leads who keep motivation steady across rotating or remote team members

Course Outline:

Day 1: Engagement Drivers and Team Motivation Baseline

- Kahn Personal Engagement Dimensions Observed in Daily Team Behaviour
- Engagement Driver Checklist Covering Clarity, Feedback, Growth and Relationships
- Motivation Versus Satisfaction Distinctions for Frontline Team Leaders
- Social Exchange Theory Applied to Manager-Employee Reciprocity
- Team Motivation Baseline Using Turnover, Absence and Pulse Signals

Day 2: Motivation Models Translated into Manager Routines

- Self-Determination Theory Autonomy, Competence and Relatedness Need Check
- Motivation Continuum Profiling from External Regulation to Intrinsic Drive
- Expectancy Effort-Performance-Reward Chain Repair for Individual Team Members
- Goal-Setting Conversations Using Specific, Stretching Targets and Feedback Loops
- Job Enrichment and Job Crafting Options Within Existing Roles

Day 3: Stay Conversations, One-to-Ones and Recognition Practice

- Stay Conversation Question Set and Listening Sequence Rehearsal
- Weekly One-to-One Agenda Template with Progress and Obstacles
- Recognition Moment Planner for Specific, Timely and Personal Praise
- Non-Financial Reward Menu Matched to Individual Valence
- Career Conversation Guide Linking Aspirations to Stretch Assignments

Day 4: Disengagement Signals, Flight Risk and Team Survey Results

- Disengagement Early Warning Indicators in Behaviour and Output
- Flight Risk Assessment Grid by Impact of Loss and Likelihood
- Team Engagement Survey Report Reading Using Item Scores and Comments
- Low-Score Feedback Session Facilitation with the Whole Team
- Manager Trap Review Covering Over-Promising, Favouritism and Micromanagement

Day 5: Role-Play and the Team Engagement and Retention Action Plan

- Case Team Profile Analysis with Survey and Exit Data
- Role-Played Stay Conversation with an At-Risk High Performer
- Role-Played Career Conversation with a Plateaued Team Member
- Thirty-Sixty-Ninety Day Follow-Up Rhythm and Pulse Check Schedule
- Team Engagement and Retention Action Plan Completion and Peer Challenge

Skills You Will Gain:

- Team Engagement Diagnosis
- Motivational Needs Profiling
- Stay Interviewing
- One-to-One Coaching
- Recognition Design
- Career Dialogue
- Flight Risk Assessment
- Survey Results Facilitation

Why Attend This Course:

- Deliver a Team Engagement and Retention Action Plan to the department head and HR business partner who oversee the team
- Decide which recognition, autonomy or development lever fits each team member instead of applying one incentive to all
- Avoid the cost and disruption of losing a valued employee whose warning signs went unnoticed
- Share stay conversation and one-to-one templates with fellow supervisors so the whole unit follows one routine

Conclusion:

Back at work, the participant gives the department head and HR business partner a Team Engagement and Retention Action Plan that names the drivers to strengthen, the people at risk and the conversations already scheduled. Managers use it to decide where recognition, autonomy and development effort go first, and HR uses it to target support. After the first ninety days, the unit should review pulse scores, voluntary departures and whether planned stay and career conversations actually took place.

Frequently Asked Questions FAQ:

What should participants prepare before employee motivation and engagement training for managers?

Participants should currently lead a team or advise managers who do. Bringing recent team survey results, turnover figures or notes from one-to-ones helps them apply the role-plays and build an action plan around a real team.

How does employee motivation and engagement training for managers differ from employee experience or talent management courses?

It concentrates on what one manager does each week with one team: conversations, recognition and follow-up. Employee experience courses redesign organisation-wide journeys and HR services, while talent management courses run calibrated reviews and succession across the business.

Why are stay conversations central to employee motivation and engagement for managers?

Stay conversations ask current employees what keeps them and what might make them leave, while there is still time to act. Unlike exit interviews, they give the manager specific, personal information to adjust work, recognition and development before a resignation.

What do participants take back from employee motivation and engagement training for managers?

Participants take back a Team Engagement and Retention Action Plan for a case team, with a driver baseline, flight risk grid, conversation guides, a recognition menu and a ninety-day follow-up rhythm they can adapt to their own team.