



Acclimate & Cultivate

How Great Leaders Keep
Their People Longer

Cara Silletto
Chief Retention Officer



2



What was once attractive may not be today!



© 2023

WeReduceTurnover.com

3

Leaders can influence at
least **75% of reasons** for
voluntary turnover.

- Gallup



© 2023

WeReduceTurnover.com

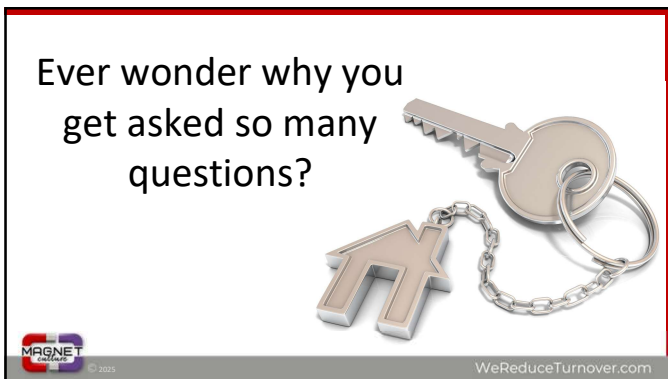
4



5



6



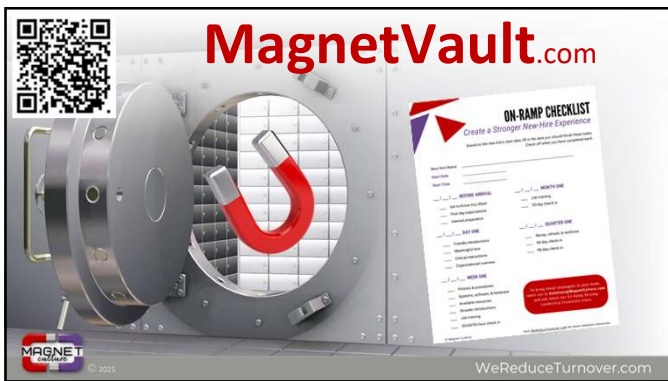
7



8



9



10

Get to Know Your People

because one-size doesn't fit all






© 2024

WeReduceTurnover.com

11

Communicate your *Expectations!*





© 2024

WeReduceTurnover.com

12

Where people *miss the mark* is where the gap exists.



Where do you feel employees miss the mark?



© 2024

WeReduceTurnover.com

13



14



15



16

Use Simple Meeting Agendas



Good/Bad/Ugly	Team Building
Company Updates	Change Mgmt
Department Status	Collaboration
Who Needs What?	Support

MAGNET culture © 2025 WeReduceTurnover.com

17

Provide Feedback

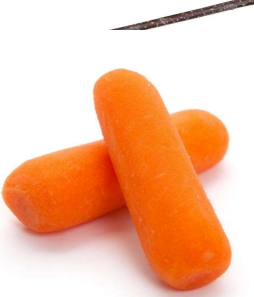
Appreciate ANY Job Well Done!



MAGNET culture © 2025 WeReduceTurnover.com

18

What do WE do to **KEEP** our people?



MAGNET culture © 2025 WeReduceTurnover.com

19

Encourage
Advancement

Which roles are considered stepping stones by staff?




© 2024

WeReduceTurnover.com

20

Navigate
Change

Comfort Levels with Change Vary



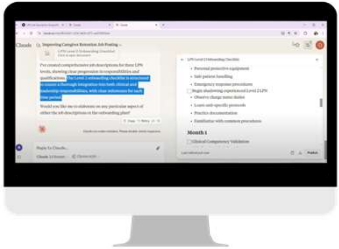

© 2024

WeReduceTurnover.com

21

Use AI to Save Time

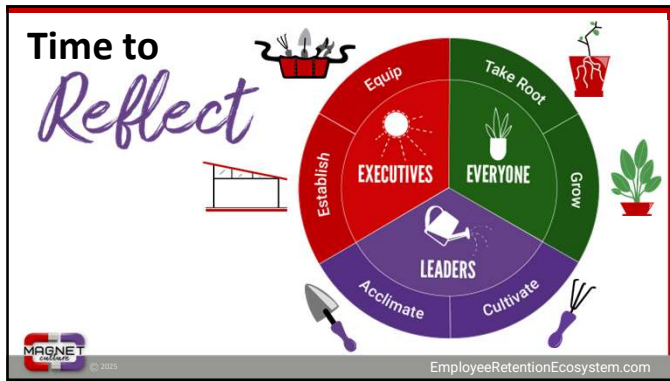
- Brainstorm **carrots and advancement**
- Draft **change** communication




© 2024

WeReduceTurnover.com

22



23



24



25

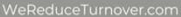
Let's Create a Place to Thrive!

Cara Silletto 
Cara@MagnetCulture.com
WeReduceTurnover.com

26

What questions do you have?

27
