



RETENTION STRATEGIES



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CULTURE

- Core Values
- “We are PL,” “PL Strong”
- Expectations/standards
- Training begins at new-hire orientation

ENGAGEMENT



- Working Wonders
 - Team members rewarded for living a balanced life
 - Earn points for each healthy activity
 - 4 levels of prizes

ENGAGEMENT



- Teamwork
 - Committee run by team members
 - Plans fun events for team
 - Some events raise money which pays for additional events

ENGAGEMENT



- Masterpiece Living
 - Encourages members and team members to live successfully in all components of life
 - i.e. Spiritual, Intellectual, Physical, Social, etc.

ENGAGEMENT



- PL 360
 - Developed after COVID-19 to re-engage team members after the pandemic
 - Identify areas of team members lives that had been impacted by COVID-19
 - Get back to where we were prior to the pandemic, and become even better!

ENGAGEMENT



- Community Outreach
 - Walk to End Alzheimer's
 - Raised over \$42,000 since 2016

OPPORTUNITIES FOR GROWTH



- Bi-weekly leadership meetings
- Leadership retreats
- In-services
- In-house CNA/HHA training programs
- Internships
- Leadership Academy
- Cross training

TEAM MEMBER INPUT



- Focus groups
 - What do you like about working here?
 - What can we do better?
- Team member town halls
- Satisfaction surveys
- Suggestion box

FINANCIAL INCENTIVES



- Competitive salaries
 - Annual salary studies
- Tuition reimbursement
- Retention bonuses
- Referral bonuses
- Employee Appreciation Fund
 - Average \$547,000 over last 4 years

OTHER STRATEGIES



- Free team member lunch
- On-site housing