## Retention Plan

* Determine what values this person has based on their generational trait. Think of things that could be a motivating factor like schedule flexibility, incentives and recognition.
* Prepare several focused questions that may lead to underlying issues. For example, you may ask questions about the reasons why they are dissatisfied with their job. Be frank with your employees and tell them that you want to keep them and will set up a follow up meeting to discuss possible solutions.
* Ask questions about their personal goals and career milestones and see how you can help them achieve them.
* Be ready to become an advocate for your employee. This means that you may need to do some research or speak with key people in human resources to help find more solutions.
* Work with your human resource contact to develop a retention plan. They can give you solutions that are aligned with your company’s policies.