

Group Activity: What Keeps People & What Gets in the Way?

Instructions:

Discuss the following two questions:

1. Spend the first 3 minutes identifying the value your organization currently offers employees.
-Think about elements like career growth, recognition, flexibility, and meaningful work.
2. Spend the remaining 3 minutes discussing the biggest barriers to retention and engagement.
-Consider factors such as communication gaps, lack of growth, inconsistent supervision, or unclear expectations. Be prepared to share 1–2 key takeaways with the room.

Time Limit: 7 minutes

1. What value does your organization offer employees in the way of EVP even if you haven't identified it as EVP?

(Examples: career growth, recognition, flexibility, meaningful work)

2. What are the biggest barriers to EVP as it applies to retention and engagement?

(Examples: communication gaps, lack of growth, inconsistent supervision, unclear expectations)