



I  MY JOB

Attract & Retain  
Top Talent

Discover the Power  
of **Why Do You Stay?**®



**TRANSEARCH**  
YOUR WORLD PARTNER IN EXECUTIVE SEARCH

**WHY DO  
YOU STAY?**®

## A UNIQUE PROCESS POWERED BY ORXESTRA®

Unlock your organisation's potential with our proprietary 'Why Do You Stay?®' assessment, an innovative process created to enhance attraction and retention. Drawing from the appreciative enquiry methodology, this unique, team-based activity provides insightful perspectives across your organisation - be it group(s) or individuals.

With our process, you gain clarity on the specific reasons your team chooses to stay with your organisation, courtesy of our extensive library of 50 research-based retention factors.

### UNPACKING THE PROCESS



#### 1. ASSESSMENT

##### **Inclusive Engagement and Conversations.**

We initiate by involving a varied mix of employees from all corners of your organisation.

Through deeper, structured conversations, tailored for each participant based on their unique background, role, and experience, we aim to extract the genuine motivations behind their loyalty.

#### 2. ANALYSIS

##### **Powerful Analysis.**

After these dialogues, we align the responses with our extensive database of retention factors.

This process helps pinpoint overarching themes and insights that are uniquely relevant to your organisation.

#### 3. ACTION

##### **Detailed Reporting.**

The insights are meticulously compiled into a comprehensive report, which not only presents the data but also proffers actionable strategies designed to bolster retention.

By recognising the exact reasons your team chooses to stay, 'Why Do You Stay?®' provides you with the means and knowledge to cultivate and reinforce these aspects, thus fostering a stronger, more devoted team.

## FOUR KEY ADVANTAGES

Discover the transformative power of our exclusive 'Why Do You Stay?®' assessment, decode the mysteries of Employee Attraction and Retention and reshape your talent retention strategy.

1

### **Demystify the Employee Experience**

Step into the shoes of your team. Our proprietary process promotes meaningful dialogues with your employees, revealing their true thoughts, feelings, and experiences within the organisation. Understand the intricate dynamics of your workplace like never before.

2

### **Identify Your Talent Magnets**

What brings talent to your door? Let's find out together. From organisational culture and mission to growth prospects and recognition, we pinpoint the unique factors that draw individuals to your team and keep them invested in your success.

3

### **Calculate Your Retention Health Score**

Our service goes beyond identifying why employees choose to stay. By aligning your organisation with 50 research-backed retention factors, we present you with a comprehensive Retention Health Score. This invaluable metric offers a glimpse into your current performance and acts as a compass for your future retention strategies.

4

### **Build a Customised Retention Strategy**

Equipped with your Retention Health Score and a nuanced understanding of your organisation's distinct features, we assist you in crafting a compelling, tailor-made retention strategy. Our team of experts supports you in making informed decisions that retain your top talent and attract promising new candidates.

“ What keeps the best attracts the rest! ”  
– John O. Burdett, Founder of Orxestra®.

## BEYOND THE SUPERFICIAL 'STAY CONVERSATIONS'

A casual inquiry may yield superficial responses from your high performers. Our approach encourages a more profound dialogue about retention, unveiling insights you might not even realise you're missing.



## THE DRIVERS OF RETENTION

Retention does not need to be a mystery. In light of hybrid employment and advancements in technology, our time-tested research brings to light seven crucial factors for a strong retention strategy:



- 1. Right Hiring:** Who you bring onboard sets the foundation for retention.
- 2. Meaningful Work:** Foster a sense of belonging and purpose within your team.
- 3. Effective Leadership:** Engage your employees' heads, hands, hearts, and spirits.
- 4. Valued Principles:** Rather than rules, values empower employees to act.
- 5. Personal Growth:** Ensure congruency between opportunities for growth and individual capabilities.
- 6. Flexible Workspaces:** Offer choices in working locations to attract and retain the best talent.
- 7. Responsible Leadership:** Prioritise fairness, sustainability, and environmental consciousness to retain younger employees.

Try the 'Why You Stay?'<sup>®</sup> Assessment today and redefine your organisation's approach to employee retention.

## TRANSEARCH INTERNATIONAL AUSTRALIA

- » TRANSEARCH is one of the **top 10 global firms** in the leadership development and executive search landscape.
- » We have **60 Offices in 40 countries** around the globe.
- » Your success is created through senior partner access to proprietary digital tools, capabilities and our **proprietary Orxestra<sup>®</sup> methodology**.

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