

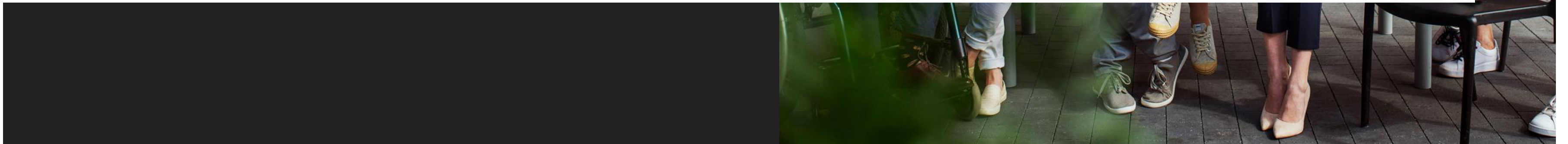
NextGen



Retaining the NextGen













TOP TIPS



LISTEN



-  **Do:** Listen to other people's opinions
-  **Do:** Be curious and accepting of differing views
-  **Do:** Encourage and make space for everyone to speak up and be heard
-  **Do:** Ask a diverse group of employees what works for them
-  **Don't:** Assume that one size fits all

-  **Do:** Call it out if you see or hear something that doesn't feel right.
-  **Do:** Challenge your own thoughts and your unconscious bias
-  **Do:** View challenge as a healthy part of effective decision making
-  **Do:** Get comfortable with being challenged without becoming defensive
-  **Don't:** Be afraid to challenge






CHALLENGE





SUPPORT

- **Do:** Look at how you can better support others
- **Do:** Understand what support is available to you
- **Do:** Set up mentoring and buddy schemes
- **Do:** Support managers to be effective with ongoing training and assessments
- ✘ **Don't:** See the onboarding of employees as a paperwork exercise - it's way more than that!

-  **Do:** Share your ideas and help to implement them
-  **Do:** Voice your concerns and actively support change
-  **Do:** Gain support of others and collaboratively take action
-  **Do:** Take ownership, setting up internal groups to drive positive action
-  **Don't:** Assume that others will own it - a proactive culture needs everyone's support



REVIEW

- **Do:** Collect data and feedback and analyse trends
- **Do:** Continually review progress and adapt as you go
- **Do:** Ensure employees have forums to share their thoughts and feelings
- **Do:** Review 'people' managers, including how they interact with their teams
- ✘ **Don't:** Assume you'll ever be finished - there's always progress to be made



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