

MANAGING TURNOVER TURMOIL

Building a Culture to Stabilize Teams and Reduce Burnout

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OPENING VIDEO



INTERACTIVE DISCUSSION:

“HAVE YOU EVER QUIT A JOB?

Audience Engagement:
Think about your own career journey. Your experiences with leaving a job can help us understand what drives turnover — and what we can do differently as leaders.

Let's Reflect Together —

1. **Have you ever resigned from a job? Share your story.**
2. **What were the main reasons behind your decision?**
3. **What could the organization have done to keep you?**

TOP 5 REASONS EMPLOYEES QUIT

Audience Engagment:
Define each based on your experience.

Turnover Reasons (indeed.com & AI)

1. **High workload and burnout**
2. **Insufficient leadership support**
3. **Limited career growth and professional development**
4. **Compensation and benefits challenges**
5. **Workplace culture and communication issues**

IMPACT OF TURNOVER

Audience Engagment:
How turnover affects program quality & morale.

The Effect!

1. **Disruption in service continuity for children and families**
2. **Increased training and recruitment costs**
3. **Lower staff morale and engagement**
4. **Compliance risks and quality concerns**
5. **It’s more than a staffing issue—it's organizational!**

THE GROWING TREND: QUIT TOKS!



GROUP ACTIVITY:

Audience Engagment:

15 mins - group

15 mins - present

Transparency:

1. **Have you dealt with an employee leaving Head Start?**
2. **Why did they leave?**
3. **What could have been done to keep them?**
4. **How did the departure impact your team?**

4 RETENTION STRATEGIES

1. **Prioritize work-life balance (today's employee has changed – entrepreneurship is a real goal).**
2. **Keep your eye on market compensation – match or beat it!**
3. **Strengthen employee relationships.**
4. **Create opportunities for advancement – even if it is not a higher position (i.e. invest in certifications).**

MS Grassroots

Building Business from the Bottom Up

KEEP IN TOUCH

