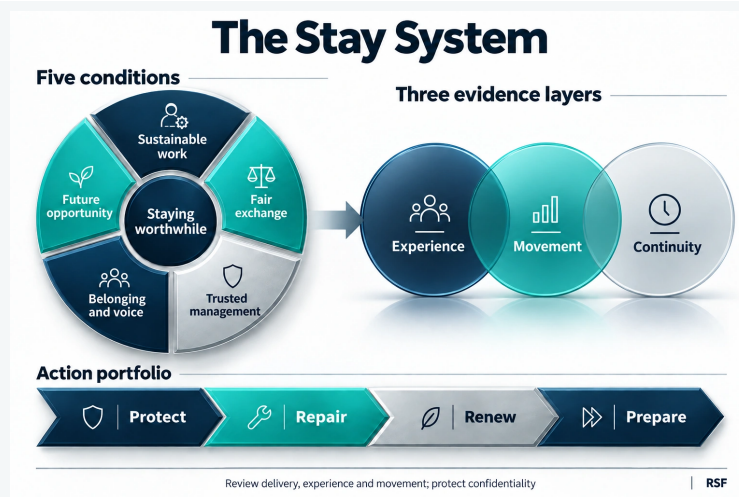


Retention Strategy Framework

ATTRACTION AND RETENTION

Retention improves when leaders understand the conditions behind avoidable departures and the continuity the organisation needs. This framework combines employee experience with actual workforce movement and delivery exposure. It helps teams protect strengths, repair recurring friction and provide credible opportunities while preparing responsibly for normal movement.



THE MODEL AT A GLANCE

The approach

The Stay System examines five employment conditions using experience, movement and continuity evidence together. Findings guide a balanced portfolio that protects strengths, repairs friction, renews opportunity and prepares for departures. Named actions are reviewed through delivery, employee experience and observed movement.

When to use it

- Experienced people repeatedly leave a particular role or workforce group.
- Early departures suggest gaps between employment expectations and actual experience.
- Workload or limited development threatens continuity in important organisational work.

What the model covers

Sustainable work · Fair exchange · Trusted management · Belonging and voice · Future opportunity · Experience evidence · Movement evidence · Continuity evidence

Value for your organisation

- Connects retention priorities with working conditions and important continuity needs.
- Helps leaders choose actions supported by several complementary evidence sources.
- Creates ownership for improvements and preparation for normal workforce movement.

Put it into practice

Choose a role group experiencing repeated departures. Compare listening themes, tenure, internal moves, workload and continuity exposure. Test plausible explanations, agree a practical improvement to work or support and review experience and movement over a suitable period.

Outputs you can use

- Retention evidence map combining experience, movement and continuity findings.
- Continuity exposure review identifying consequential gaps and knowledge-transfer needs.
- Prioritised retention portfolio with owners, resources and experience review measures.