

# The Talent Magnet Leader

*Build a Team Your Best People Don't Want to Leave*

Help managers see flight risk before it becomes a resignation and build the conditions that keep great people engaged, growing, and choosing to stay.

## LEVEL

Lead Others

## FORMAT

Half-Day Workshop

## BEST FOR

Managers losing high performers, leaders of stable-but-flat teams, and anyone accountable for engagement and retention

## THE BUSINESS PROBLEM

Organizations rarely lose their best people to better offers. They lose them to stalled growth — the quiet realization that the work “stopped getting better.” By the time a resignation lands on the desk, the disengagement that caused it is months old.

Turnover is a CFO-level cost, yet most managers have no system to see flight risk coming or to build the conditions great people don't want to leave. The Talent Magnet Leader gives leaders that system: a simple equation for engagement, a monthly rhythm that surfaces ambition before it walks out the door, and four repeatable habits that turn a team into a magnet for high performers.

## BEST FOR

- ▶ Managers losing high performers to growth they couldn't see at home
- ▶ Leaders of stable-but-flat teams — where nothing is wrong, but nothing is getting better
- ▶ Anyone accountable for engagement whose turnover numbers leadership is now watching
- ▶ HR and L&D teams strengthening manager-led retention and development
- ▶ Organizations working to protect the talent every other leadership investment depends on

## WHAT PARTICIPANTS WILL LEARN

- ▶ Diagnose flight risk before it becomes a resignation
- ▶ Build engagement deliberately using the Talent Magnet Equation
- ▶ Run the Growth Pulse — a monthly rhythm that surfaces ambition and rekindles motivation
- ▶ Develop and recognize people in real time, not just at review season
- ▶ Become the kind of leader high performers choose to stay for

## SIGNATURE FRAMEWORKS

- **The Talent Magnet Equation** — Anchor framework — the multiplicative formula for lasting engagement: Purpose × Growth × Recognition. Any one element at zero collapses the whole.
- **The Growth Pulse** — Anchor framework — a monthly three-question check-in (what are you learning, what skill is next, how can I help). A rhythm, not a review.
- **The Four Practices** — The repeatable retention habits: Listen Beyond Words → Develop in Real Time → Promote by Potential → Celebrate Progress, Not Perfection.
- **The Culture Cascade** — Retention is downstream of the leader's energy — culture is built in moments and cascades from what you value, reward, and tolerate.

## EXPECTED OUTCOMES

- ▶ See flight risk months before a resignation lands
- ▶ Build engagement deliberately with Purpose, Growth, and Recognition
- ▶ Put growth on a monthly rhythm instead of waiting for review season
- ▶ Develop and recognize people in everyday moments
- ▶ Become the leader high performers choose to stay for

## DELIVERY OPTIONS

- 90-minute leadership briefing
- Half-day workshop
- Full-day intensive
- Multi-week cohort
- Private team training

## TAKE THE NEXT STEP

**For individuals:** Register for an upcoming public class.

**For teams:** Bring this program in-house as a private workshop or cohort.

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SCAN TO GET STARTED



Register



Train my team