



Manager Excellence Program Q4 Retaining Star Employees

BRIDGE
INVESTMENT
GROUP

MEP TRACK – QRTLTY TOPICS

Q1 – Foundations For Success

- Leveraging Effective Communication
- Aligning Leadership & Employee Learning Style

Q2 – Thriving In Leadership

- Prioritizing your Workload
- Establishing a Work-Life Balance

Q3 – Managing Employee Performance

- Coaching for Breakthrough:
Transforming Performance Challenges
- Empowering Growth:
Confronting Performance Issues

Q4 – Elevating Team Performance

- Build a Culture of Excellence
- Retaining Star Employees

AGENDA:

- **Understand Motivation Types**
- **Tailored Action Plans**
- **Cultivating Trust**

UNDERSTANDING MOTIVATION TYPES

REASONS EMPLOYEES STAY



Mentored



Challenged



Involved



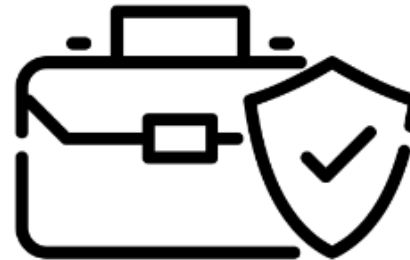
Appreciated



Rewarded



Development

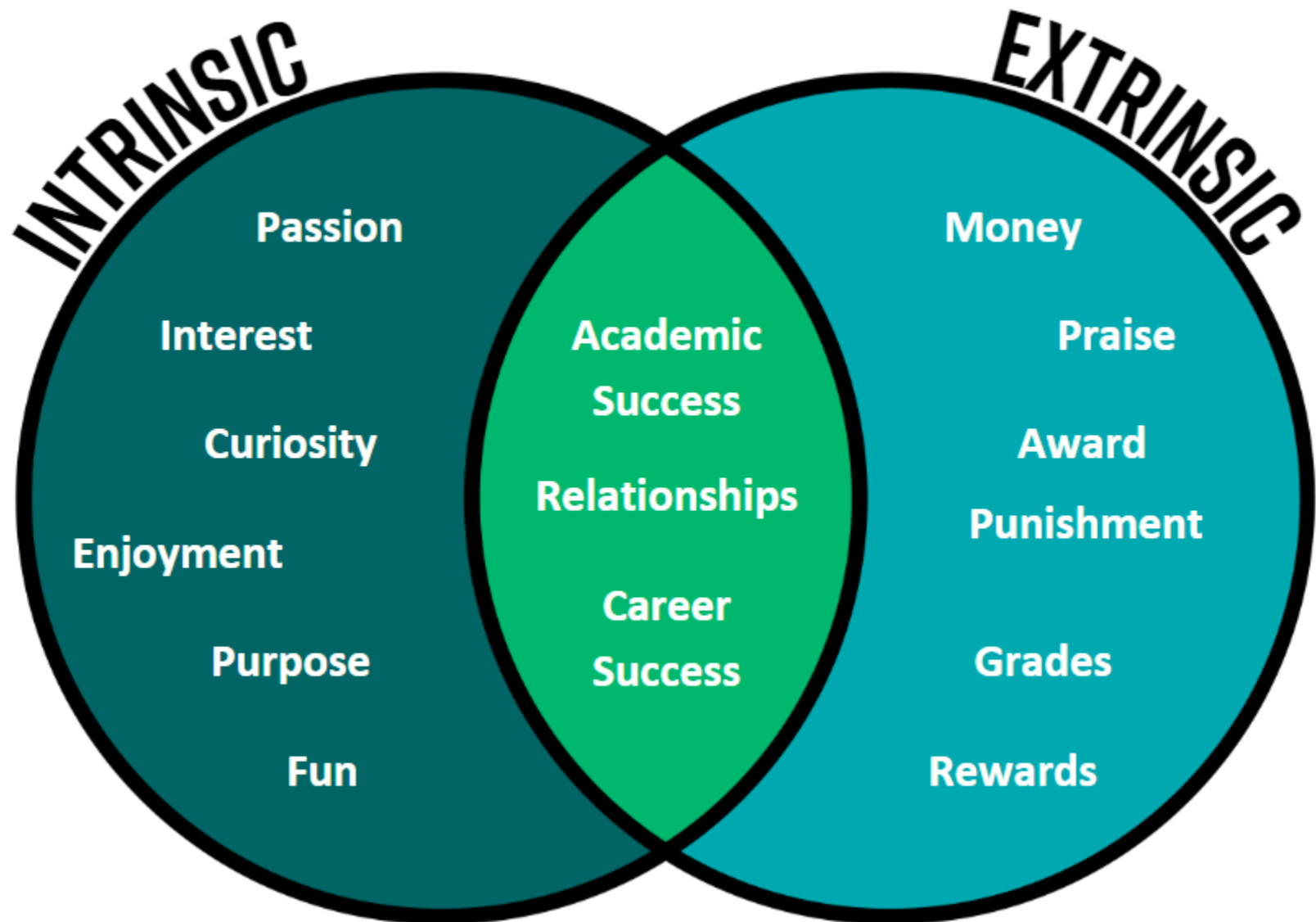


Job Security

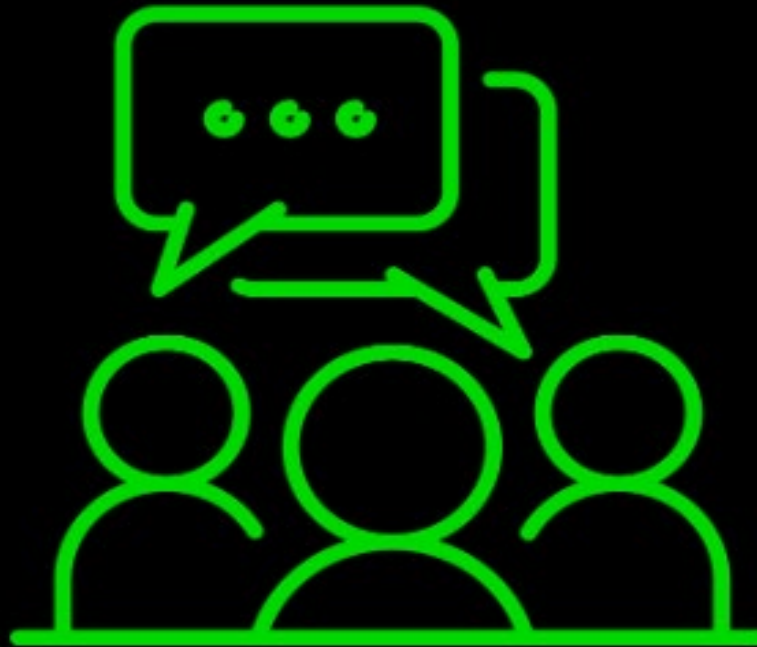


Promoted

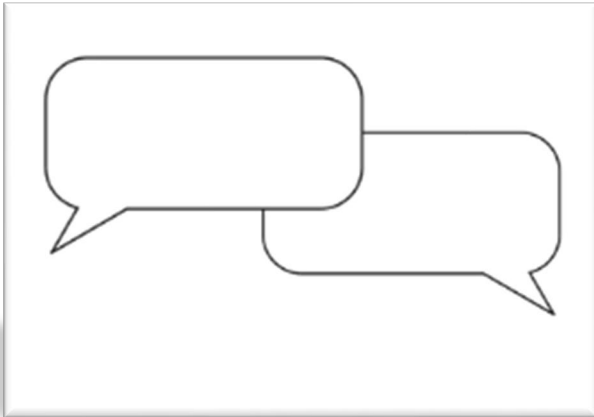
Are You Intrinsically or Extrinsically Motivated?



DEBRIEF: GROUP DISCUSSION



CULTIVATING TRUST



Foster Open Dialogue



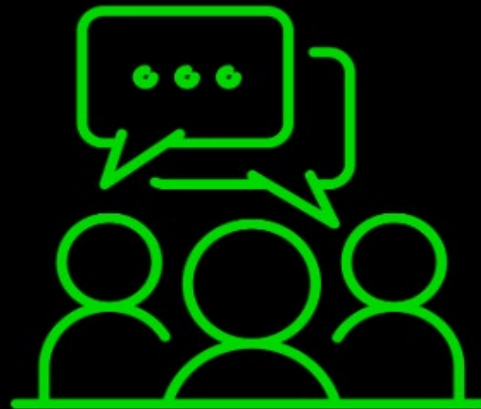
Demonstrating Reliability



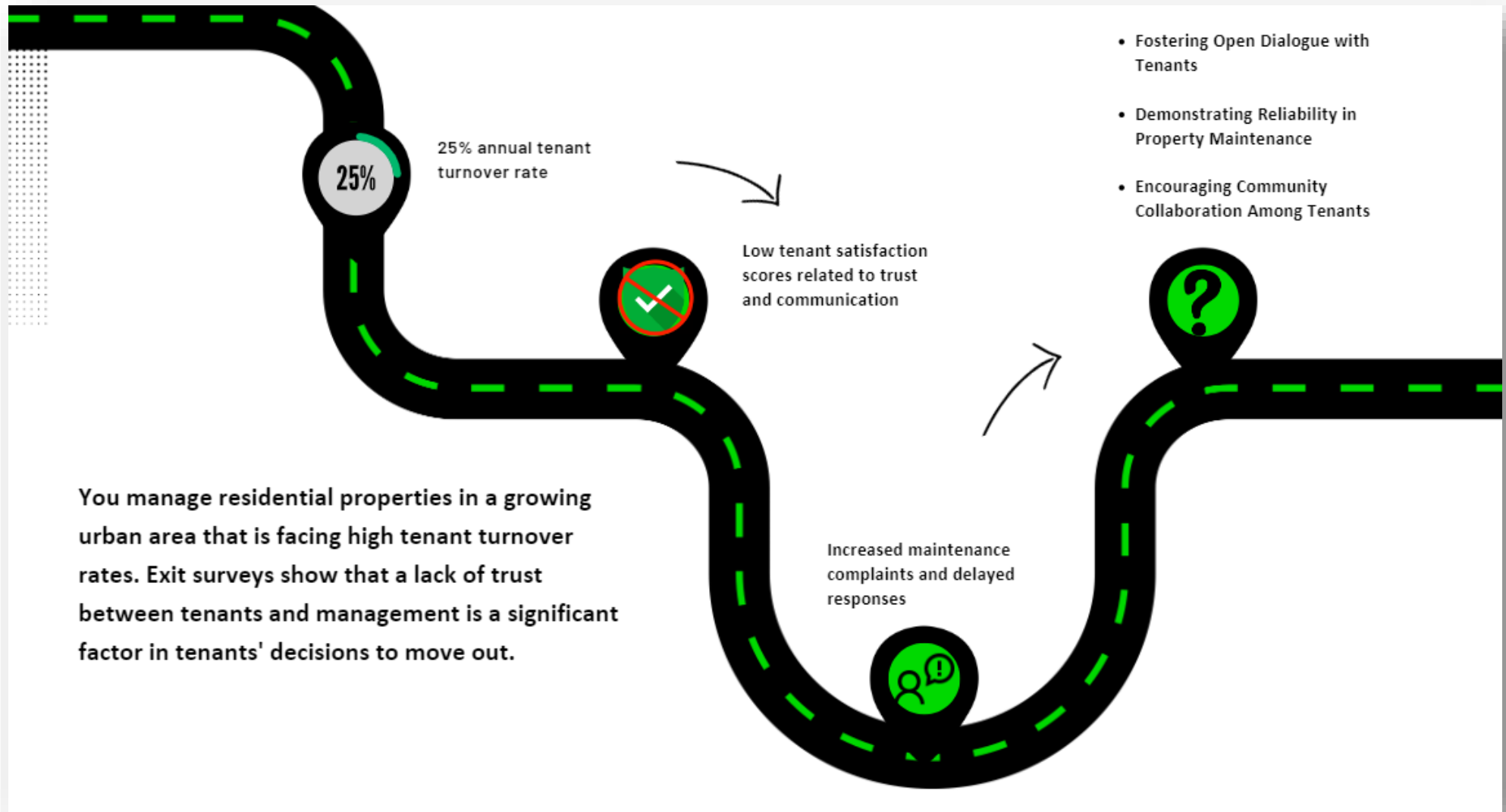
Encouraging Collaboration

TRUST & LEADERSHIP: GROUP DISCUSSION

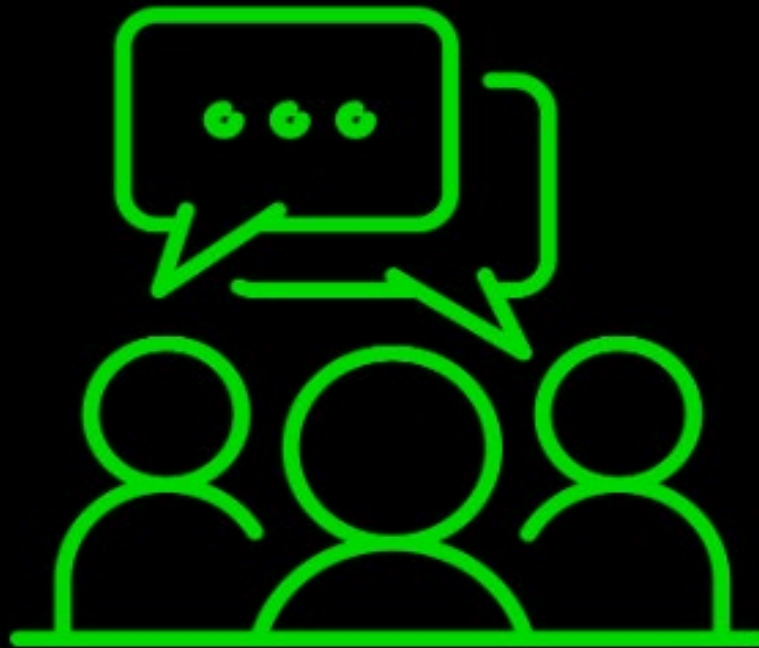
Have you ever felt that trust was lacking in your relationship with a manager?



CASE STUDY ACTIVITY: 7-Mins



DEBRIEF: GROUP DISCUSSION



AWARDCO



Welcome to Bridge's New Employee Recognition Platform!

We are thrilled to announce the launch of our new employee recognition platform through Awardco. This easy-to-use system integrates with Amazon, a custom swag store, eGift cards, and our traditional service award options. With this platform, Bridge team members can recognize each other's hard work, submit nominations for BIG Star awards, welcome new hires, and celebrate life events and service awards. The point system allows employees to choose their preferred reward.

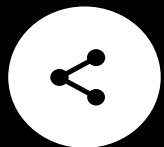
[Awardco Login](#)

The screenshot shows the user interface of the Awardco platform. At the top, there is a navigation bar with "HOME", "FEED", "RECOGNIZE", "LAMB", and "SPEND POINTS". On the right, it displays the user's name "Samantha Broderick" and "250 POINTS". Below the navigation bar is a large image of a brick building with "BRIDGE INVESTMENT GROUP" signage. A user card for "Samantha" shows "Good Afternoon, Samantha" and "You have 250 Points to spend". To the right is a search box titled "Who do you want to recognize?" with a "Search" button. Below the search box are sections for "Upcoming Milestones" and "Suggestions from My Circle" with a "Go to My Circle" link.

WRAP UP: WHAT WE COVERED :



Understand Motivation Types: The differences between intrinsic and extrinsic motivation and how each impacts employee performance and retention.



Tailored Action Plans: Developed personalized motivation strategies that cater to individual team members' needs, ensuring a balanced approach that enhances engagement and job satisfaction.



Cultivating Trust: Implemented strategies to strengthen trust within your team, such as fostering open dialogue, demonstrating reliability, and encouraging collaboration.



QUESTIONS? COMMENTS?

Q4-Retaining Star Employees

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A close-up photograph of a blue award ribbon with a gold laurel wreath emblem. The ribbon is draped and folded, creating a sense of depth and texture. The background is a soft, out-of-focus grey.

YEAR-END REVIEW

Q4 2024

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