Instruction:

There is no right or wrong answer. Please be candid and answer what happens at your facilities using this realistic role-play or simulation. We will debrief collectively at the end.

Scenario – 4:

You are a facility manager and or senior leader at Great Eastern University. You have an efficient and good program that you can be proud off. Your workforce is also unionized, and part of a family of hospitals across the region. This makes changing job descriptions, giving bonuses, or otherwise changing the parameters of positions extremely difficult. Word spreads quickly about your efforts, and several private organizations close by have now started to poach your staff with significantly higher base salaries. After a few months, you realize that you’re now in a position where you’re actively training qualified staff for other companies or for research labs who hire from your staff. What can you do in order to prevent people from leaving for another company?

Possible options:

1. Start discussing with team members and collectively arrive at solutions that will improve stickiness.
2. If money is the sole motivation, then the solution is obvious either we can fix it or we cannot.
3. May be we can improve non-monetary perks to attract and retain talent.

Your suggestions and analysis: