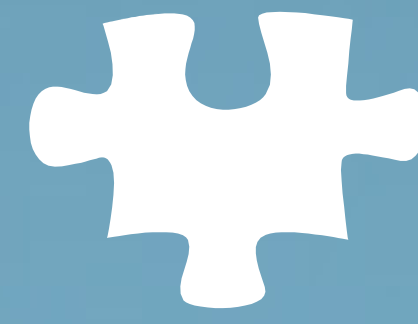


# The K.E.E.P. Program

Candace Clanahan, Jason Crager, and  
Michael York

General Business



Judith Biss

## Knowing Employees

- Committed to respecting employees' voices
- Allowing open feedback and communication
  - 360° Survey
  - Open door policy

## Establishing Relationships

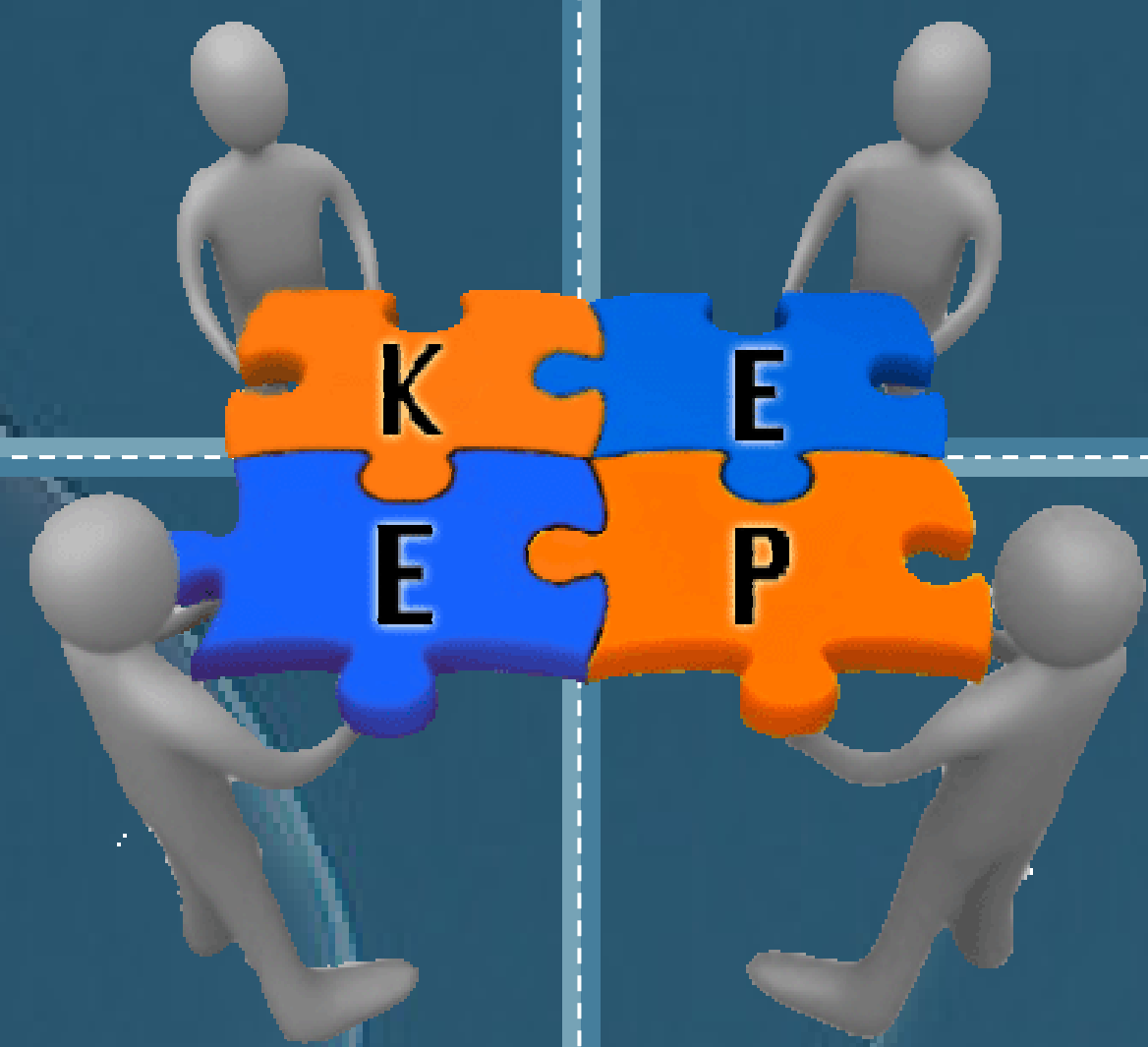
- Build effective relationships
- Retaining employees
- Maintaining family and community involvement
  - Community service
  - Employee appreciation

## Enhancing Skills

- Encouraging employee professional growth and development
  - Enhanced communication
  - Seminar

## Providing a Future

- Encouraging advancement opportunities
- Retaining top talent
  - Mentorship program
  - Evening of excellence



## What is K.E.E.P.?

K.E.E.P. is a program developed to aid in employee retention. Employees are a company's most important asset; retaining that top talent results in cost avoidances.

The program that Biss Enterprises has developed is a tried and proven method. This includes management training, enhanced communication tools, employee perspective surveys, and metrics that measure a company's progress against a diversity maturity model.



*The goal of Biss Enterprises is to create an inclusive work environment where people have the opportunity to reach their full potential and the company can capitalize from these returns.*

*"The secret of many a man's success in the world resides in his insight into the moods of men and his tact in dealing with them."*

— J.G. Holland

Benefits of implementing the K.E.E.P. program include:

- Provide communication training
- Establish employee relationships
- Implement performance management teams
- Create mentor/mentee relationships
- Honor top performers



K.E.E.P. program projection:

- Increase employee production
- Increase feedback
- Decrease absenteeism
- Decrease employee turnover



## Biss Enterprises

