

**How internal communications  
can boost employee retention**

**ELEVATE**  
***TMSA* CONFERENCE**

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# Why does it matter?

Internal communication creates a sense of belonging and safety for employees through a shared narrative.



# Building a strong foundation

Transparent and authentic leadership

Engaging onboarding process



# Company-wide and team-based communication

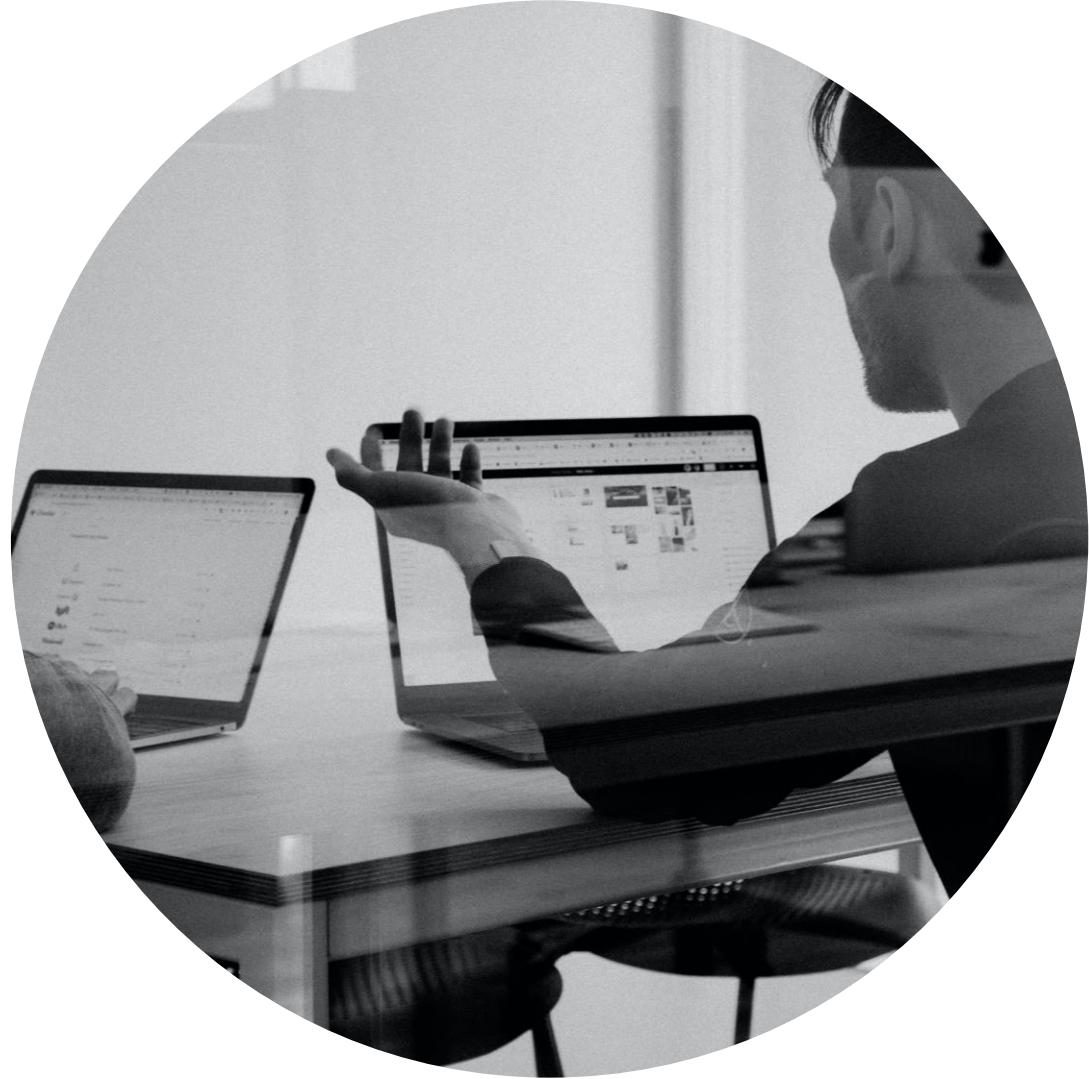
To re-enforce values, communication should run through the company, departments and individual teams with consistency in values and tone.



# Employee feedback opportunities

Two way conversation  
options

Anonymous feedback  
options



## Anonymous feedback

- Company-wide employee survey
- Department or team-based survey
- Virtual “suggestion box”

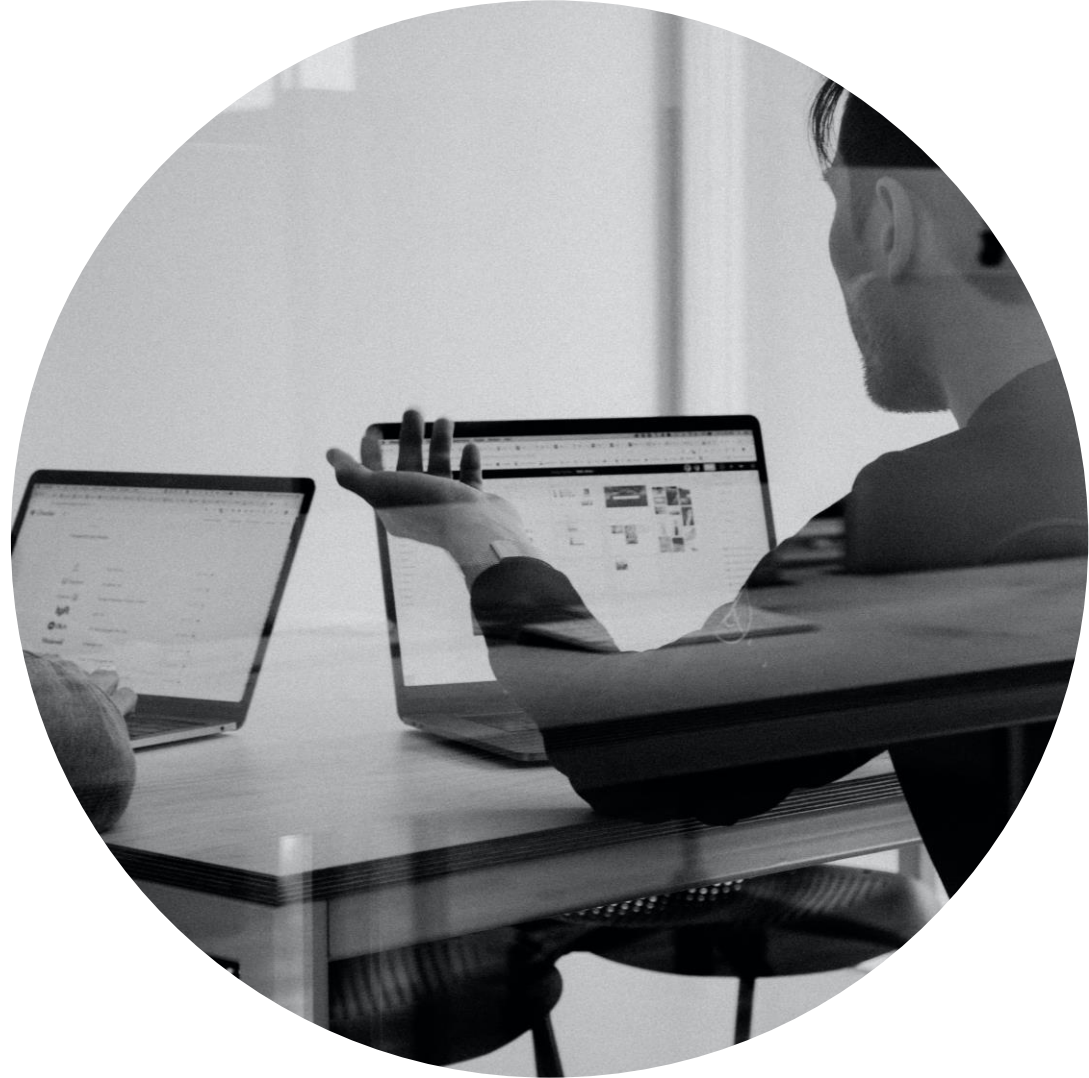
## Two-way conversation

- Townhall meetings
- Cross-department meetings
- Department or team Q&A sessions



# Post-feedback actions

When to leverage  
visible, immediate  
action and invisible,  
delayed action



# Internal communication channels

- Internal newsletters
- Regular team and department meetings
- Shared intranet/ data source
- Employee recognition programs



# Impacts of successful communication

Effective communication builds trust, which promotes job satisfaction, encourages long-term loyalty, and allows employees to feel valued.

