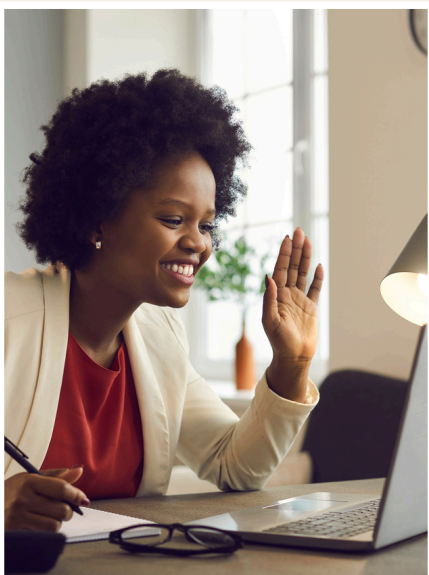


Exit Interview Service

“Learning from Executive Leaders That Are Leaving You!”

Why Do It:

The exit interview will serve as a platform for the outgoing executive leaders to share feedback, insights, and recommendations that can help to create optimal conditions for the success of the incoming leaders.



How We Do It:

The COACHING2TNL consultant will conduct a private, **unbiased interview** with the outgoing leader, ensuring the conversation is structured yet open to elicit meaningful and actionable information.

Key Focus Areas:

- Challenges faced during the tenure.
- Opportunities for the organization to enhance support for new leadership.
- Recommendations for fostering collaboration between boards, CEOs, and stakeholders.
- Opportunities to improve upon the current leadership evaluation system.

Interview data will be synthesized into a concise, anonymized report for the board.



Findings Presentation:

The consultant will present the findings by zoom, providing actionable recommendations for leveraging the insights to improve conditions for incoming executive leaders.

Visit Us: www.coaching2tnl.org
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Why Exit Interviews Matter

Exit interviews are more than just a formality. They offer invaluable insights into workplace culture, management practices, and areas for improvement. Here's why they're essential:

Benefits of Exit Interviews

- **Spot Retention Issues:** Understand why employees leave and identify patterns that can reduce turnover.
- **Improve Leadership Practices:** Gain feedback on management styles and decision-making to enhance team dynamics.
- **Refine Organizational Culture:** Discover areas where the workplace culture might need attention or realignment.
- **Strengthen Recruitment & Onboarding:** Use feedback to fine-tune hiring processes and onboarding programs for new hires.

Research Highlights

- **Turnover Costs:** Replacing an employee costs 1.5–2 times their annual salary (Gallup).
- **Poor Management:** 63% of employees leave due to ineffective leadership (SHRM).
- **Career Development:** 52% of employees cite lack of growth opportunities as a key reason for leaving (Gallup Workplace Report).

Transform Feedback Into Action

Organizations that systematically analyze exit interview data see measurable improvements in retention and engagement. For example, companies have reduced turnover by up to 25% by addressing recurring themes.



Visit us at www.coaching2tnl.org or call 720-378-3690 to learn more!