

Happy teams don't leave

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Belonging



Learning &
development



Career
opportunities



Belonging



Belonging

The human emotional need for acceptance and connectedness within a group.



Workplace belonging leads to

50%

reduction in turnover risk

– BetterUp



51%

quit their jobs because they didn't
feel a sense of belonging at work

– McKinsey

**Social
connectedness**



**Recognition &
appreciation**

Social connectedness

The experience of feeling close and connected to others. It involves feeling loved, cared for, and valued, and forms the basis of interpersonal relationships.





Meaningful conversations
about our lives help build
authentic relationships.

Icebreakers



What's something you're reading, watching or listening to right now?

What's a location you'd love to travel to?

What's the best piece of advice you've ever been given?

- Weekly
- In meetings
- Async

Building connectedness

1:1s

Monthly
Donut/coffee matching
Pair programming

Rose, Thorn, Bud

Great for kicking off events!

Gaming

Try different types to
appeal to more folk

Share user manuals

When initiating new projects

Daily coffee or lunch

Regularly scheduled drop in time

Team socials

During work hours!

Recognition & appreciation

Recognition provides feedback based on results or performance.

Appreciation is an expression of admiration, approval or gratitude, and acknowledges a person's inherent value.



Rituals



Retrospectives

Weekly Slack prompt

Demos

Team gratitude sessions

Welcome new people

Celebrate work anniversaries and milestones

Learning and development



Learning and development

The continuous process of enhancing one's knowledge, competencies and skills.





94%

of employees say they would stay at a company longer if it invested in their learning and development

– LinkedIn

Your role



- Identify skill gaps and opportunities to improve your team's overall competency
- Coach individuals to choose specific skills to focus on and learn
- Help team members navigate and leverage company resources
- Create a culture of continuous learning: ensure every team member dedicates time to learning & development

Tailor learning to each person

Books and
tutorials

Online courses

Mentorship

Instructor-led courses

Coaching circles

Hands-on experience

Do it as a team



Lunch & learn

Book club

Mob-programming

Career opportunities





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Employees without access to consistent development opportunities are 2X more likely to leave within a year.

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CULTUREAMP

"

Companies that excel at internal mobility are able to retain employees for nearly 2X as long as companies that struggle with it.

LINKEDIN

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Defining an opportunity

Concrete, relevant, experiences that:

- Increase knowledge and skills
- Expand internal exposure
- Show readiness for new roles
- Effective when aligned to career aspirations



In Practice



Examples



- Code the first X, e.g. first unit test, first local environment mock data
- Automate manual tasks
- Lead a project or technical design
- Lead scoping and estimating for an epic or story
- Be the primary contact for another team or client
- Lead a team ritual, e.g. retrospective, team social
- Organize team learning, e.g. a book club
- Mentor someone to help them learn a new skill
- Contribute to a broader engineering initiative
- Contribute to a working group or employee resource group (ERD)



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Thanks!

Any questions?

You can find me at
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