HEALTHCARE PLUS SOLUTIONS GROUP

OSAR™ - EXAMPLE USE

Name:			Date:
OUTCOME	**SKILL(S)**	**ACTIONS**	**RESOURCES**
What is the outcome you want to achieve?	What skill(s) do you want to master?	What actions will you take to achieve this outcome?	What resources will be used to build these skills?
Reduce 90-day turnover from 31% to 20%.	Selection and early onboarding.	Adjust selection to new, more relevant questions.	New selection questions: - What are you looking for in your supervisor and coworkers? - What can I and your coworkers count on from you?
		Start onboarding process the minute the job is accepted.	
		Get to know the new employee better by discovering their interests, family background, and how they like to spend their free time. This helps you learn their keys to feeling "this is the place for me".	Read "The Calling" and connect to each person's sense of place.
		Conduct weekly stay conversations.	Read article about stay Interviews.
		Celebrate employee's first 30, 60, and 90 days.	

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OSAR™ TEMPLATE

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