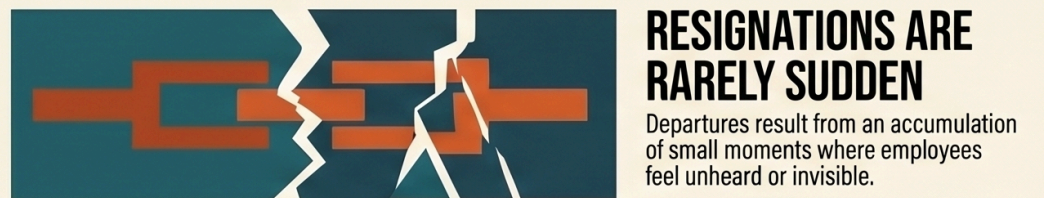


# THE QUIET EXIT: LEADERSHIP AS A DAILY RETENTION PRACTICE

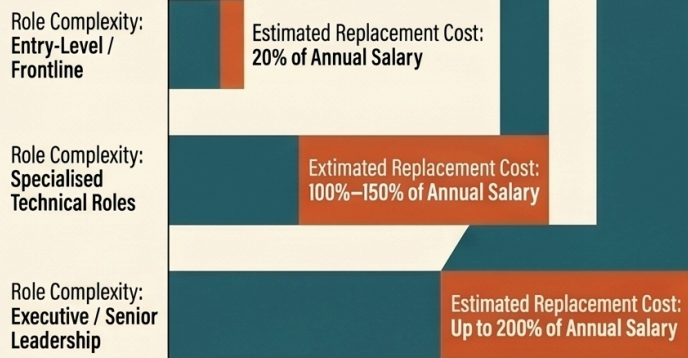
Voluntary turnover is rarely a sudden event; it is the culmination of "micro-failures" where employees feel invisible or undervalued. Organizations can shift from reactive crisis management to proactive retention by focusing on daily leadership behaviors that honor the psychological contract between the worker and the firm.

## THE HIDDEN CRISIS OF MICRO-FAILURES



## THE HIGH COST OF REPLACEMENT

Replacing a departing employee costs between 50% and 200% of their annual salary.



## PSYCHOLOGICAL CONTRACT BREACH

Daily neglect of growth and recognition violates the implicit trust between employee and manager.

## THE FRAMEWORK FOR PROACTIVE RETENTION



## SOLVE PROBLEMS, DON'T ASSIGN TASKS

Granting autonomy over methods satisfies a fundamental psychological need that drives long-term commitment.

## SPECIFIC, TIMELY RECOGNITION

Acknowledging specific contributions can reduce turnover intentions by as much as 50%.