

## Smart Ways to keep talent in your organization

The inability to keep talent in an organization has become an expensive and time-consuming challenge for Human Resource Professionals in today's competitive, global environment. While staff retention is not a new challenge, it continues to be a top priority and headache for most employers and Human Resources Professionals.

As you know, the true cost of employee turnover goes deeper than lost time and recruitment expenses. The hidden costs associated with unwanted turnover such as increased errors, duplication of work, decreased productivity, increased over time and poor employee morale can directly affect business. The negative spill over of turnover can result in decreased customer service which can result in loss of current customers, potential loss of future customers and a damaged service reputation.

If your inability to hold on to talent in your organization is becoming an unbeatable battle, there are ways to help you keep key employees in your organization. The question is.....Are you willing to do what it takes to win the battle?

In our experience and research, our suggestions are as follows:

1. **Create an image, an “Employer Brand” that represents a well thought out employee proposition, and be an employer people want to work for.** The best talent wants to work with an employer that they can be proud of. (This means having a total compensation package that attracts and retains your target employees; This means keeping informed on what your competing employers are offering)
2. **Hire for Fit** – Hire employees & train your supervisory staff to select and hire people who share your company values
3. **Train & Develop your staff consistently** – Provide your staff with the tools, information & resources to succeed, grow and expand their capabilities; create development plans for staff
4. **Communicate often & through diverse channels with your staff** – Let employees know what is going on with the company, where you are headed, where you want to be and how they can contribute (staff meetings, all employee meetings, newsletters, emails, flyers, intranet, bulletin boards, employee feedback groups, paycheck stuffers, etc.)

5. **Engage your staff** – Find out what makes them tick, and align your priorities with theirs
6. **Listen & Involve your staff** – Always provide your staff the opportunity to give their opinions and input. Staff's commitment to the company mission can only be realized if there is an understanding and acceptance of the business priorities & goals
7. **Measure & Track** – Establishing clear company and people priorities is the foundation of a well-built, high effective organization. Identifying trends in turnover, employee satisfaction and exit surveys is the first step towards preventing unwanted turnover
8. **Recognize your staff** – Provide creative ways that are effective and unique to your organization that truly show your employees that they are appreciated
9. **Excite** – Motivated employees who feel connected with their company are more likely to stay & perform at peak levels
10. **Reward your staff for their contributions** – If employers want people to produce specific results, the reward system must reinforce the desired performance! (This includes annual performance pay increases, variable pay incentive programs and other creative recognition methods)

Contact us to schedule a no-cost confidential meeting if you are interested in: strengthening your leadership capabilities, decreasing employee turnover, improving employee morale, increasing productivity and improving customer service at: 954 916-2424. [www.people2strategy.com](http://www.people2strategy.com)

People2Strategy is a Strategic Human Resource & Management Consultancy firm that specializes in aligning people with business strategy. We start with the company's mission as our foundation and the company's vision, brand positioning and value proposition as the building blocks to our solutions.

Our areas of expertise include: Customer Service Solutions, Leadership Development, Organizational Alignment, Employee Involvement, Employee Retention and Change Strategies.