



GRATEGY

Strategies to Keep Your Top Talent from Becoming Someone Else's

TRUST – Set the foundation with open and honest communication. Do what you say. Be transparent. Communicate Openly. Accept feedback. Don't make your engagement efforts another "flavor of the month." Don't ask questions you don't really want the answer to – "poker face"

HELP Employees Grow - Be proactive. Ask the employee where they want to go in their career. Invest in training. Hire more slowly, fire more quickly. Would you rather invest in your employees and have them potentially leave, or NOT invest in them – and have them stay?

APPLAUD Efforts. Catch your team doing things right. 6:1 positivity ratio. Say 'thank you' early and often. Use surveys to uncover preferences. Be consistent. Be sincere. Recognize employees in the way they want to be acknowledged. Give positive feedback immediately – don't wait!

NAVIGATE Work/Life Integration. Look for ways to create friendships in the workplace. Bring on the fun! Put together off-hour opportunities to connect. Involve families – family days. Let your employees "show off" what they do to their families.

KNOW your staff. Show interest. Pay attention. Treat staff in the way THEY like to be treated – as individuals. Create your own "All About Me" Sheet. Personality assessments help employees understand each other better. Spend one-on-one time with employees.

SERVE. - Pitch in. Create opportunities to volunteer. Focus on the greater mission. How does your organization make a difference? Share your mission and values with the team.

***When you tell someone you appreciate them, you create a memory.
When you write it down, you create a treasure. Lisa Ryan***