

Four Keys and



Ten Questions To Employee Retention

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Four Keys and Ten Questions to Employee Retention

Although companies in today's corporate environment realise the importance of retaining their quality workforce, many are finding it increasingly difficult to hold on to employees and staff turnover is becoming a serious problem. The employment culture is changing as well. It is now relatively commonplace for employees to change jobs every few years, rather than to grow and develop with one company over the course of their career. Additionally, employees are increasingly demanding a stronger Work Life Balance.

The benefits of retaining quality employees are clear and present in the minds of most HR professionals and the development of structured employee retention programmes are *worthy of serious* consideration and planning. In developing an Employee Retention Programme, the following 4 key themes can often help shape the design process:

- **Assessing and establishing the right organisational structure.**
- **Calculating the investment required to source and engage the right employees.**
- **Assessing the cost of losing quality employees and measuring the resultant impact on the remaining employees.**
- **Understanding the implications of retaining the wrong team members (this may be the most expensive decision of all!)**

In order to test the efficacy of an Employee Retention programme, you should be able to answer the following 10 questions about your employees:

- **What is important to them?**
- **How do you train and develop them?**
- **What makes them feel valued?**
- **How do you motivate them?**
- **How do you inspire them?**
- **How do you empower them?**
- **How do you assist them in becoming more productive?**
- **How do you promote teamwork?**
- **How can you help them reach their goals?**
- **How do you make them want to stay with your company?**

Call Simon Childs now on 0207 648 4915 to learn more about how Parkwell Management Consultants may be able to assist you. Whether you are looking to achieve the most effective structure for your business, source & select high performance teams or train your managers to create an environment that drives success and retains talent, Parkwell delivers for you.