

DID YOU KNOW??

September 2016

HOLD ON TO YOUR TOP TALENT - STAFF ENGAGEMENT

Staff engagement is considered the number one factor for company success and growth; however, it is the most difficult to maintain. In this candidate short market it is crucial that companies hold onto top talent. In most cases dissatisfaction and disengagement boils down to poor management. Here are some things to pay attention to:

1. Be a role model

Employees must see leadership demonstrating the characteristics and behaviors everyone else is asked to display. In companies where leaders model the desired behavior, employees are 55 percent more engaged, 53 percent more focused and more likely to stay at the company.

2. Be visible and say thank you

Executives and managers must be accessible and visible around the office. This will motivate each employee to do better work. Then be sure to say thank you. Employees with supportive managers are more likely to stay with the company and be more engaged.



3. Be authentic

An honest relationship between employees and their supervisors and management inspires trust and builds comradery.

4. Be flexible

Give employees the freedom to adjust their work schedules or location to better suit their needs. Statistically employees with flexible hours and locations are more productive, happier and more engaged than employees in a very structured environment.

5. Enjoy time together out of work environment

Having fun together not only breaks up the routine but also encourages creativity and collaboration. Of course, management must also get in on the action, which further contributes to authenticity, visibility and communication.

For more information on this topic or any other contact Anthony 203-488-6944 or e-mail Anthony@reitmanpersonnel.com.