

# Employee Retention:

## *How do we keep the good ones?*

The biggest challenge employers have today is keeping it's *best* employees. You might think that the principal way to retain employees is to provide them with the best wages and benefits. That may help, but it's certainly not everything. An employer who cares about his employees and says so, often is just as important. A recent Gallop poll proved that most workers rate having a caring boss higher than money or fringe benefits. The number one reason employees quit their jobs is dissatisfaction with their supervisors, not their paychecks.

One of the least expensive and easiest methods to retain the best employees also happens to be one of the most underused and overlooked: communication.

It's simple. To improve your relationship with your employees, communicate with them more effectively. To help employees feel more valued, give positive feedback and listen.

Some questions to ask yourself:

- What makes your employees happy?
- Are you helping employees achieve their goals?
- How do you ensure the team has enough freedom to work?
- Which team members do you mentor?
- How often do you provide feedback?
- How do you encourage risk-taking?
- How do you address conflict?

### *Where to turn for help*

My Benefit Partners can assist you in understanding and effectively addressing strategies to improve your employee retention. We offer advisory services that can help you:

- Develop a strategic communications approach
- Identify tools and resources to help you succeed
- Conduct training for your staff
- Determine appropriate result measurements



Employee communication strategies companies should consider include:

- Attitude surveys
- 50/50 meetings
- Walk-around management
- Working side-by-side
- Exit interviews
- Town Hall meetings
- Effective questioning skills
- Improved listening skills
- Employee newsletters
- Notes of encouragement
- Communication training
- Employee committees
- Employee awards
- Solicit employee feedback
- Have fun at work

Please contact your local MBP consultant if you have any questions or would like to discuss opportunities to address your employee retention efforts.