

4 WAYS TO RETAIN GREAT EMPLOYEES

Retaining employees is one of the most difficult things to do. Great employees are your number one asset, bad employees your number one problem. The health and wealth of your company depend on your ability to develop a quality team. Yet the challenge of managing employees maybe wasn't what you signed up for in starting your business. So how do you retain great employees? Here are 4 ways to start:

01

PROVIDE REGULAR FEEDBACK

Employees probably know it when they've done a poor job. But do they know it when they've done something well? Do your employees know what you expect from them? Evaluate and develop a process for regular employee feedback. Schedule meetings to discuss your expectations of them, and to listen to their needs/concerns. Employees should have a clear understanding of the role they play in achieving your company's mission.

02

TRAIN THEM AND LET THEM FLY

If you've trained them and still can't trust them, you may have the wrong employee for the job. Having trust in your employee's ability to get the job done goes a long way. Good employees want to perform well for you. Train and support your employees, then trust them to do the job you hired them for. When an employee feels trusted, he or she is more likely to work hard and show what he/she can do. Employees take pride in their contribution to the team.

03

GET TO KNOW YOUR EMPLOYEES

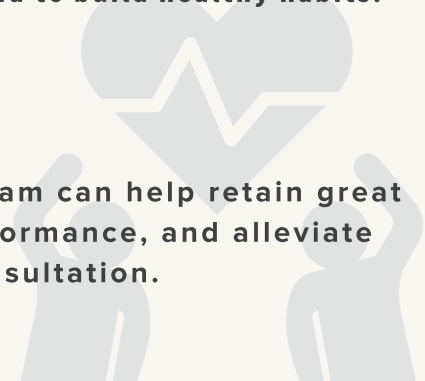
An employment agreement is a two-way deal. You have expectations of them, and they have expectations of you. Get to know your employees' concerns. Commit to providing each employee opportunities for personal and professional growth. When an employer meets an employee's felt need, they work harder and succeed more often. When they succeed, you succeed. Show them a path to success.

04

INVEST IN HEALTH EDUCATION PROGRAMS

Health care has gotten expensive and complex. Many employees make health decisions based on their insurance coverage. That's not right! Help employees stay healthy by cultivating a healthy work environment. Provide resources to help employees deal with day-to-day health concerns and to build healthy habits.

Learn more about BRIOWorks and how our injury prevention program can help retain great employees, transform your workplace into a culture of health performance, and alleviate hidden healthcare costs. Call 504.841.0150 to schedule a free consultation.



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Fun Facts

01

PROVIDE REGULAR FEEDBACK

FACT: 37% of employees consider recognition most important. Train them when they fail and praise them when they succeed. Your recognition will translate into higher engagement.

02

TRAIN THEM AND LET THEM FLY

FACT: According to SHRM's 2017 Employee Job Satisfaction and Engagement Report, only 29 percent of employees are "very satisfied" with current career advancement opportunities available to them in the organization they work for.

03

GET TO KNOW YOUR EMPLOYEES

FACT: According to a 2018 Korn Ferry Survey, 1 in 3 employees changing jobs cited boredom and the need for new challenges as the top reason why they are leaving. Give them the opportunity to soar.

04

INVEST IN HEALTH EDUCATION PROGRAMS

FACT: In a major long-term study, companies that had the best corporate cultures, that encouraged all-around leadership initiatives and that highly appreciated their employees, customers and owners grew 682 percent in revenue.

The numbers speak for themselves!

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