

CONTECH CONTACT

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COMPLETE STAFFING SOLUTIONS
Contech Systems, Inc 952-746-5995

Curb “Talent Slippage” at Your Company

What do your best employees want from their jobs? Most often, they want to keep on growing. When your focus fades on developing your best employees, their enthusiasm and commitment fade, too. Your best employees are top performers who value and seek growth, challenge, and advancement. They seek these rewards anywhere – either inside your company or someone else’s. Talent slippage happens when your best and brightest walk out the door!

Reducing talent slippage in your employee ranks is rising in importance because replacing talented employees is becoming even more difficult. You already know that serious employee shortages are on the horizon as a result of massive workplace retirements (Baby Boomers) and insufficient numbers of qualified replacements (Generations X and Y).

However, this does not begin to address the larger challenge of replacing your best employees with new top talent who can carry on where they left off!

Is your company at high risk for talent slippage? Take a moment to evaluate what your company is doing to develop and engage the interests of your most valuable employees.

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Managing By Walking Around

This is not a new concept but one that seems to have been forgotten. As I work with companies to help them enhance their management capabilities I am surprised to see how few managers are actually walking around. We keep getting caught up in paper work, (or at least that is an excuse) and not taking the time to see what our associates, staff, employees, and team members are doing.

It is not just walking around either. It is what you do when you walk around. Patrick made a practice of walking around the factory floor and stopping to speak to some of his employees-usually the same people whom he had known for years. He asked how they were doing and about their families. It was good for morale, but he never learned anything of real value...and neither did his employees.

Greg also walked around his department, but he took a different approach. Before he starts he reviews what projects were being done, who is the team leader, what the completion dates are, what each team member’s assignments are, and any challenges that he may have that may have an impact on any of the projects. His questions and comments to his staff were focused and specific. He would ask if they were having any problems or if the project was going to be completed by the due date. He asked if they had any suggestions that could help in this or any future projects. He too would ask about their families (very important to know your employees) and would make sure that he allowed people to exchange ideas to enhance their jobs, the company, and the future for success.

Greg’s employees knew that he valued their ideas and suggestions and was able to boost productivity and morale.



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ONE MINUTE IDEAS

Web Site Of The Month Whatis.com

An informational page all about the internet and networking. A glossary leads to sites on the internet that have in-depth information about a topic. They also have a weekly vocabulary word and a "new discovery" site for people to visit.

Check it out at: www.whatis.com

Suggested Reading for Leaders

The book ***Conversations on Leadership*** is a collection of conversations from some of America's most dynamic leaders. Their insights, perspectives, and strategies are having a dramatic impact on people, organizations, and even countries, across America and around the world. You will learn from these leaders and find encouragement and inspiration to continue your own leadership journey. It is a journey well worth taking.

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5780 Lincoln Blvd., Suite 225
Edina, MN 55346

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Here are four questions you can ask that will readily reveal where you need to focus:

1. **Who are your best, and therefore your top performing, employees?**
 - Do you have a list for each department?
 - If so, is that list kept current and regularly reviewed at the executive level?
2. **What tools do you have in place to measure employee performance?**
 - Can you name what talents your jobs require for successful performance?
 - How do you match employees to jobs to assure performance and satisfaction?
3. **How are you developing your top performers?**
 - Where specifically do they need to develop in order to be more effective, productive and challenged?
 - What plans are in place for their development, and do they have input to those plans?
4. **How effectively are the above 3 answers working for you now in retaining your top performers, and what improvements need to be made - by when?**

Experts in talent management conclude that finding and keeping top performing employees will rank as a major concern of business leaders throughout the next decade. Make a plan to curb talent slippage at your company. Focus on providing your best and brightest with the development they seek to become even better!

Author: Gayla Doucet, People Powered Solutions LLC Copyright ©2008

Start Out On The Right Foot With New Hires

Companies spend a lot of money recruiting and hiring new employees, only to forget about them when they start.

Here is how to start off correctly with your new hires:

- ✓ **Inform everyone** of when the new hire will start working, and ask them to make a special effort to make that person feel as though they made the right decision coming to work here. Make them feel a part of the team.
- ✓ **Introduce the new hire** to each employee with pride and excitement during your group meeting.
- ✓ **Create a buddy program.** Pair the new hire with an employee who has a great attitude and respect for the company. Have the employee be their mentor for the next couple of months and to observe how the new hire is coming along. The buddy should meet with the new hire weekly to find out if they have any questions about the job, or need help with their job, or to find out if it is what the new hire was expecting.
- ✓ **Throw a welcome party.** During the new hires first week have a little get together with coffee and doughnuts. This can make a lasting impression. Don't throw a party for employees that are leaving.

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