Realize

Strategies for Retaining Talent

Retaining Talent - Tools for Managers

Retaining talent is important for the health and effectiveness of our organizations. But are your managers equipped with the proper tools enabling them to lead and communicate effectively?

Use the following management and team assessments to determine whether your organization is creating a culture of accountability, communication, and engagement.

EQUIP MANAGERS TO LEAD

> ## Improve the ability of your managers to manage effectively

As studies have shown there is a link between leadership and retention. Most people don't leave the organization, they leave their manager. Since an employee is directly working with their manager, this manager represents the organization to the employee. Ensure that the line managers are not just technically sound but are also trained to empathize with their team members, and that they are approachable and lead by example.

> ## Support your teams as people first and employees second

- Actively listen to your teams, give them opportunities to share how they're feeling in general and not just about work.
- Involve your team in the hard discussions, keep them up-to-date on current goals and challenges, and engage them in coming up with potential solutions.
- Communicate clearly, transparently, and often.
- Play to your strengths and pay attention to areas of emotional intelligence with room for improvement.
- Develop self-compassion and lead by example to help your team do the same.

> Accountability is multi-directional

Employees are accountable to leaders, but leaders are also accountable to employees – something that is important for leaders to keep in mind.

Communication is a key component of accountability – if you want your employees to be accountable to the organization, they need to have an awareness of what the organization is facing.

Accountability and Communication

To ensure you are creating a culture of accountability and communication, ask yourself:

As a leader, have I been clear about my expectations?

Are employees comfortable asking "what can I do to help"?

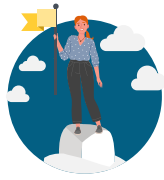**On a scale of 1-10, how much clarity do employees have on the current situation at the organization?**

What kind of communication resonates most with employees across the organization?

Are different communication strategies required for different teams or different individuals?

❯ Empower and engage your employees

This approach empowers employees to be invested in the collaborative success of their organization, prevent leaders from feeling isolated and solely responsible for the future of the organization, and allows for greater opportunities for innovation and adaptability. By engaging your employees, you will be creating a culture of shared ownership and responsibility throughout the organization.

Empower and Engage Your Employees

To explore whether you are empowering and engaging your employees, start by asking yourself and your team the following questions:

Are employees involved in important discussions about the future of our organization? Are they able to provide input and insight to help leaders make decisions?

What does empowerment look like in our organization?

Do employees have clear boundaries within which they are empowered to make decisions on their own?

Are the skills of our employees valued and being developed?

How are we building the skills and capabilities that we will need to be successful in the New Normal?