

LOVE'EM OR LOSE'EM!

Finding and Keeping
the Best Employees



Presented by
Chuck Rose

WE WILL LEARN...

- ⦿ \$\$\$ The cost of employee turn over \$\$\$

WE WILL LEARN...

- ⦿ \$\$\$ The cost of employee turn over \$\$\$
- ⦿ Why do we lose'em?

WE WILL LEARN...

- ⦿ \$\$\$ The cost of employee turn over \$\$\$
- ⦿ Why do we lose'em?
- ⦿ The Top Five Strategies

WE WILL LEARN...

- ⦿ \$\$\$ The cost of employee turn over \$\$\$
- ⦿ Why do we lose'em?
- ⦿ The Top Five Strategies
- ⦿ You are the experts - what do you think?

WE WILL LEARN...

- ⦿ \$\$\$ The cost of employee turn over \$\$\$
- ⦿ Why do we lose'em?
- ⦿ The Top Five Strategies
- ⦿ You are the experts - what do you think?
- ⦿ It's all about Karma!

\$ COST OF EMPLOYEE TURNOVER \$

- ◉ Finding replacements

\$ COST OF EMPLOYEE TURNOVER \$

- ◉ Finding replacements
- ◉ Training

\$ COST OF EMPLOYEE TURNOVER \$

- ◉ Finding replacements
- ◉ Training
- ◉ They've already quit but they're still on the payroll

\$ COST OF EMPLOYEE TURNOVER \$

- ⦿ Finding replacements
- ⦿ Training
- ⦿ They've already quit but they're still on the payroll
- ⦿ Shrinkage

\$ COST OF EMPLOYEE TURNOVER \$

- ◉ Finding replacements
- ◉ Training
- ◉ They've already quit but they're still on the payroll
- ◉ Shrinkage
- ◉ Customer abuse

WHY DO WE LOSE'EM?

- ⦿ 1. You hired wrong in the 1st place.
- ⦿ 2. They decide to find a “real job”.
- ⦿ 3. They leave for better pay.
- ⦿ 4. They burn out and quit or are let go.
- ⦿ 5. They didn't like you.

FIVE STRATEGIES FOR FINDING THE GOOD ONES

- 5. Use social media.

FIVE STRATEGIES FOR FINDING THE GOOD ONES

- ⦿ 5. Use social media.
- ⦿ 4. Always be prospecting.

FIVE STRATEGIES FOR FINDING THE GOOD ONES

- ⦿ 5. Use social media.
- ⦿ 4. Always be prospecting.
- ⦿ 3. Know when (and who) to let go.

FIVE STRATEGIES FOR FINDING THE GOOD ONES

- ⦿ 5. Use social media.
- ⦿ 4. Always be prospecting.
- ⦿ 3. Know when (and who) to let go.
- ⦿ 2. Be choosy! Avoid “Warm body” hiring.

FIVE STRATEGIES FOR FINDING THE GOOD ONES

- ⦿ 1. Use social media.
- ⦿ 2. Always be prospecting.
- ⦿ 3. Know when (and who) to let go.
- ⦿ 4. Be picky! Avoid “Warm body” hiring.
- ⦿ 1. Be a great place to work!

THE TOP FIVE STRATEGIES TO KEEP THE GOOD ONES - PARTY

5. P

4. A

3. R

2. T

1. Y

THE TOP FIVE STRATEGIES TO KEEP THE GOOD ONES - PARTY

- ◉ 5. **P**urpose and **P**rospects - is the work meaningful and does it lead somewhere?
- ◉ 4. **A**
- ◉ 3. **R**
- ◉ 2. **T**
- ◉ 1. **Y**

THE TOP FIVE STRATEGIES TO KEEP THE GOOD ONES - PARTY

- ◉ 5. **P**urpose and **P**rospects - is the work meaningful and does it lead somewhere?
- ◉ 4. **A**musement - are they having fun?
- ◉ 3. **R**
- ◉ 2. **T**
- ◉ 1. **Y**

THE TOP FIVE STRATEGIES TO KEEP THE GOOD ONES - PARTY

- ◉ 5. **Purpose and P**rospects - is the work meaningful and does it lead somewhere?
- ◉ 4. **A**musement - are they having fun?
- ◉ 3. **R**espect- are they getting any?
- ◉ 2. **T**
- ◉ 1. **Y**

THE TOP FIVE STRATEGIES TO KEEP THE GOOD ONES - PARTY

- ◉ 5. **P**urpose and **P**rospects - is the work meaningful and does it lead somewhere?
- ◉ 4. **A**musement - are they having fun?
- ◉ 3. **R**espect- are they getting any?
- ◉ 2. **T**rust - it's a two way street.
- ◉ 1. **Y**

THE TOP FIVE STRATEGIES TO KEEP THE GOOD ONES - PARTY

- ◉ 5. **P**urpose and **P**rospects - is the work meaningful and does it lead somewhere?
- ◉ 4. **A**musement - are they having fun?
- ◉ 3. **R**espect- are they getting any?
- ◉ 2. **T**rust - it's a two way street.
- ◉ 1. **Y**ou - do you care and do they know it?

YOU ARE THE REAL EXPERTS

WHAT DO YOU THINK?

- ⦿ Groups of 4 - 5, not with your co-workers.
- ⦿ 1. Your best tips for finding the good ones.
- ⦿ 2. How do you keep'em?
- ⦿ 3. How do you keep'em motivated?
- ⦿ 4. Appoint a spokesperson - tell us your tips!
- ⦿ 5. Q & A - let's all give our best answers.

IT REALLY IS ABOUT KARMA

◎ What Goes
Around - Comes
Around!