

## How to keep your top talent in your business.

Keeping your best talent within your business should always be at the top of any businesses agenda. Both in the present and future. The reputation of your business is everything and your top talent goes a long way to securing this, businesses are now going to great lengths to ensure their best people are retained and can't get calls from other companies to consider new opportunities.

### **Lets consider the reasons that employers leave companies:**

Most people leave jobs if they feel that they are not getting the reward for the work that they are putting in. At the top of nearly every survey that we have seen , there is most definitely always a "lack of recognition" or "lack of rewards" complaint. To keep your employees happy, you don't always have to throw money at them, a simple thank you on a job well done and constant recognition from their manager can be just enough.

Appraisal rewards are a fantastic way of rewarding your hard working and high performance employees . Introduce an appraisal scheme in the workplace for them. Little things like an half or full day holiday, small bonus or even an away day will raise moral and get those that didn't earn it pushing to win it next time.

Another main reason employees tend to leave and seek out a new opportunity tends to be if they don't feel challenged and they feel that their skills are not being used to the maximum. Simple monthly appraisals and chats with your employees to ensure that they are being fully utilised and that they can see progression is enough to solve this one – but sadly month and months can often go by where employers are too busy to stop and "take the time".

Communication often tends to be the key. We always recommend making sure you press the pause button as a leader and stop to listen to your employees. One of the very basic human needs is to communicate and feel part of the "pack" ie team. We have seen businesses where they encourage open upwards communication in the forms of open forums or even suggestion boxes where employees can post anonymous suggestions in communal areas. Encourage your employees to comment what they would like more or less of to make the office a better environment. Even as a leader there maybe things you do not want to hear, burying your head in the sand will not solve them and make them go away. Suggestions from your employees can be a big eye opener on how you should be running the company and treating other employees.

Creating a good working environment and keeping your top talent happy, is not just about fluffy cushions, coffee machines and break out areas (although these are a huge plus) as we have just show you it about taking the time to praise, reward , challenge and talking with your teams.

