

Ten Great Strategies To Keep Your Good People

Talent: The Strategy To Keep It

By Stephen J. Blakesley

1. Make sure everyone knows what is expected of them. Have a clear, concise description of the job and the expectations of the person in that job.
2. Let your talented people experience other jobs within the organization. Take advantage of the multiple skills your talented people possess.
3. Make sure your people have all the tools and knowledge necessary to do the job right. Know their strengths and their physical needs.
4. Make sure you have a fast track for distributing important information to your people. Nothing turns off talent quicker than to find out about company strategy after the fact.
5. Know what your people can and will do. Give them the opportunity to do those things everyday.
6. Freely give personal encouragement publicly and privately. Identify key players and spend time with them.
7. Give managers the responsibility of having a development plan for talented people on their team and assume a partnership role with the employee to get it done.
8. Get to know people and continually update your understanding of your key people. Revisit people on a regular basis; their needs and wants change.
9. Train managers in productivity coaching and hold managers accountable for talent development within their units.
10. Teach and train managers in the art of High Touch. People want to be respected, recognized, and rewarded for outstanding performance.

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