



Retain Key Employees With a Self-Motivating Work Environment

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Retaining Key Employees



Creating A Self-Motivating Work Environment

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YOU WANT ME TO DO WHAT!!?



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Retaining Key Employees



**Creating A Self-Motivating
Work Environment**

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WHY GOOD PEOPLE LEAVE

**People leave because
they do not want to stay.**



...Yogi Berra

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Leaving?

**1. Work environment not particularly
friendly.**

Examples-

Heavy workload

Combining jobs during downsizing.

**Competition among workers instead
of team work.**

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2. Lack of effective leadership.

3. Lack of recognition and appreciation.



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4. Don't feel supported - good people need growth opportunities.

5. Unfair treatment.

6. Passed over for promotion.



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More money does not keep a dissatisfied employee on board.



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Approximately half will leave their jobs in 5 years



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Five Ground Rules For A Great Team

1. Everyone is a sales person



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2. Everyone is equally valuable



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3. Everyone wants to be a master at something



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4. Everyone needs to be caught at doing something right



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5. Everyone should be encouraged to share his/her own ideas

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What's Next?



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#1 Work Environment



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**MANAGERS HAVE TO
CREATE A WORK
ENVIRONMENT WHERE
PEOPLE:**

- Enjoy what they do

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**MANAGERS HAVE TO
CREATE A WORK
ENVIRONMENT WHERE
PEOPLE:**

- **Enjoy what they do**
- **Feel like they have a purpose**

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**MANAGERS HAVE TO
CREATE A WORK
ENVIRONMENT WHERE
PEOPLE:**

- **Enjoy what they do**
- **Feel like they have a purpose**
- **Are committed to the job and to customers.**

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**MANAGERS SHOULD
MEET WITH HIS/HER
TEAM FOR 15 MINUTES
EVERY WEEK TO
DISCUSS:**

- **Ways to improve**

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LASTING IMPRESSIONS

**Quality
Reliability
Convenience
Functionality
Service
Timeliness**

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AVENUES TO IMPROVE *IMAGE*

Company Logo
Web Site
Business Cards
Letterhead
Invoice
Packaging

Employee Attitude
Phone Service
Dress Code
Business Hours
Location
Parking

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Ways to compete with service

- **Better customer service**
- **More favorable hours of operation**
- **Faster delivery**
- **Online ordering**
- **Efficient, reliable, simple website**
- **Offer freebies**
- **Be international**
- **All employees knowledgeable**
- **Uniforms**

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#2 Lack of effective leadership



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LEADING

LEADING – Visionary thinking



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LEADING

LEADING – Visionary thinking
Global thinking



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LEADING

LEADING – Visionary thinking
Global thinking
Long range thinking



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LEADING

LEADING – Visionary thinking
Global thinking
Long range thinking
Influencing others



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Vision is the key

Share your visions
 Set up goals and objectives
 Remove fear of the unknown
 Remove fear of failure
 Stay focused



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Vision is the key

Allow time for creativity

Allow people time to explore

Plan for success...and failure

Invest in employee training



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There are –

Adapters



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There are –

Resisters



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There are –

Coasters

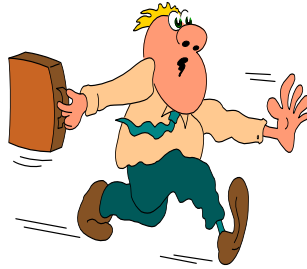


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BE SURE TO MEASURE THE RIGHT THINGS...



**Don't confuse motion
with progress.**

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WHAT MOTIVATES PEOPLE ?



•Show respect & appreciation

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WHAT MOTIVATES PEOPLE ?



- Show respect & appreciation
- Chance for promotion

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WHAT MOTIVATES PEOPLE ?



- Show respect & appreciation
- Chance for promotion
- Trust and respect for supervisors

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- **Have clear expectations**



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- **Have clear expectations**
- **Provide time frames that are reasonable**



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- **Have clear expectations**
- **Provide time frames that are reasonable**
- **Provide challenges**



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- **Encourage people to think for themselves**

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- Encourage people to think for themselves
- Demonstrate can-do attitude

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- Encourage people to think for themselves
- Demonstrate can-do attitude
- Set an excellent example

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3 Lack of recognition and appreciation

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Catch someone doing something right every day



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There are two types of people:



Those motivated
by a dangling carrot.

Rewards



Those motivated
by a waving stick.

Consequences

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REWARDS -

Work fewer hours
Have fun
More time off
Security, Safety
Work with people you like
Autonomy
Team player
Learn new things
Use new technology
Do things that matter
More responsibility
In the know
Strive for goals
Look good

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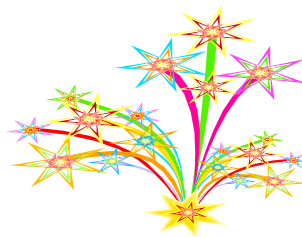
CONSEQUENCES -

Work more hours
No time off
Not heard
Lack safety
No autonomy
Losing team spirit
Learn nothing new
Have no fun
Use old technology
Do nothing important
No goals

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Treat employees fairly.
Don't play the favorite
game.

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How To Get Employees To Come Back To The Office

Some like the work-from home perks

Delicate process – Be careful

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Make It Clear Why You Want Them Back

Good for the organization

Share creative ideas

Solve issues, ways to improve

Easier to connect, make new friendships

Gives employees better idea as to what is going on

Better chance for mentor opportunities

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ACTIVE RESISTORS !!!!!

Encourage group discussions
Talk about their concerns
Offer incentives – child care, flexible hours
Review employees contract

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Retaining Key Employees



**Creating A Self-Motivating
Work Environment**

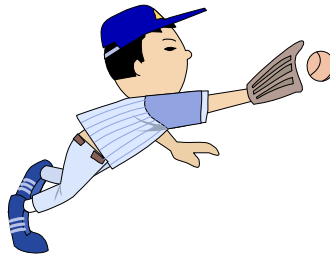
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Striving for Excellence

Going Beyond Survival



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Complete the Online Evaluation



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