



HOW TO KEEP MY EMPLOYEES

I have read and heard that managers & immediate superiors account for at least 70 – 80% of the variance in employee productivity, happiness and well-being. I have a couple of talented technicians on my team that I would hate to lose. How can I insure they will stay around?

You've heard it correctly, employees don't leave companies, they leave managers. One in two employees have left a job to get away from a manager at some point in their career. Bad managers and supervisors leave an impression -- that's what makes movies like Office Space so funny. Almost everyone can relate to when a manager makes an otherwise good job feel like a dead end.

Employees feel miserable while at work, and that misery follows them home, compounding their stress and putting their well-being in peril. Unhappy, unhealthy employees affect an increase in:

- Absenteeism
- Performance
- Customer ratings
- Quality
- Profit

The good news: The greatest managers in the world do not have that much in common. They are different sexes, races, and ages. They employ vastly different styles, have extremely varied personalities and focus on different goals. Despite these differences they share the following...

1. Recognition that people don't

change that much.

2. They don't waste time 'putting in' what is missing or overcoming weaknesses.
3. They do draw out what is already 'there' (native talent) .
4. They capitalize on their unique style.
5. They focus on personal integrity, listening, and feedback .
6. Talented employees regard them as necessary and crucial.

Finally great leaders know how their people answer these two questions:

- What evidence do you have that your immediate superior trusts you?
- What evidence do you see that you and your colleagues trust your immediate manager?

(Gallup, *First Break all the Rules*. 2016 <https://www.gallup.com/workplace/home.com>)

Leadership Orientation Session B

Thurs. May 21- Roland, IA
Class Time: 1:00pm - 4:00pm

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing Joy (joy@connectionseap.com) for more information or register online at:

www.connectionseap.com

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website.

Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars and skill builders are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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