

The Keeping Winners™ System

In today's business world it is very difficult to find people to fill all of the various positions in a company. More emphasis must be placed on keeping your top team members. Use the Keeping Winners System to retain your "A" Players!

1 Be flexible. The day of the hard and fast business hours is gone. Show empathy and consideration and allow time for team members to take care of family and other personal issues.

2 Be Consistent. An employee was once quoted that he would rather work for a consistently bad manager than one who is good one day and bad the other. Your team members must know how you will respond and react to issues and events in the company.

3 Be Receptive. You have to seek input from your team members if you want to keep them. Not only seek, but use their input. Implement their suggested changes. Remember, change is good for you.

4 Be Joyful. Put a smile on your face and thank team members and give them praise as often as possible. After all, they are not just your greatest assets; they are your company.

5 Be Open. Keep your team members well informed. People want to know what is going on in the company. Share financials. The more they know, the better they will understand and support your plans.

6 Be Giving. First, make sure that your salaries are competitive. Then provide incentives based upon team and individual performance.

7 Be Involved. That is, get your team members involved in decision making. Put decision making at the knowledge base. People who are involved in decision-making feel a sense of ownership.

8 Be Happy. Celebrate and have fun in your company. Have birthday lunches; recognize longevity; surprise with special treats; celebrate special events. Simply stated, show your team members that you really do care.

9 Be Firm. It is your job to move walls for your team members so that they can succeed. Take a stand when necessary and support them. Never accuse anyone without all the facts. Never reprimand in public. Remove politics from your company.

10 Be Honest. Always operate from the highest level of integrity. Walk your talk. Do what you say you are going to do when you say you are going to do it.

If you follow the 10 rules of the Keeping Winners™ System, you will reduce your turnover and keep your "A" Players.



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