

So Who's Resigning This Week?

Ten powerful strategies
to help you move from
resignation to retention



If you manage people, how often do you go home at night and wonder “who’s going to give me a resignation letter tomorrow? I’ve got a bad feeling”. If you’re like most managers, the thought of losing good people can conjure up some worrisome and stressful thoughts (not to mention adverse company results). Managers need to stop worrying about resignations and start focussing on successful retention. Here are a few simple strategies that can help build this retention mindset:

1. Communicate

Foster open communication, honest feedback and cooperation. Think “what can WE do TOGETHER to make things better”. Get to the root of any issue before it develops a life of its own.

2. Process

Create a better hiring process. It’s always best to hire retainable employees in the first place.

3. Balance

Create a healthy work/life balance. Get rid of any employee resentment that may be brewing due to overwork.

4. Strategy

Have a retention STRATEGY, don’t just pay it lip service.

5. Community

Create an environment of accomplishment and sense of belonging. Make everyone feel like part of a successful team, and know that if they leave, they let the team down. Support and stick-up for your people at every opportunity.

6. Recognize

Give recognition strategically and deliberately. The quality of recognition is just as important as the quantity.

7. Question

Constantly ask employees “why they want to work for (or with) you”. This will reinforce the sense of purpose in each of you.

8. Challenge

Always offer growth opportunities and new challenges. Boredom can be very dangerous.

9. Plan

Create and constantly monitor career plans of each employee. You must recognize that each person is different and requires specific plans tailored to their needs.

10. Reward

Rewards (financial and otherwise) should be given before an employee asks for a raise. By then, it’s probably too late. Positively surprising an employee (or anyone for that matter) goes a long, long way!

Finding good people is one thing; keeping them is a whole other ball game. If you have good retention strategies in place, the revolving door may just jam shut for good!