



- Recruit for retention
- Develop a continuing strategy
- Become the employer of choice

# RETAINING TOP EMPLOYEES



J. LESLIE McKEOWN

# Retaining Top Employees

**J. Leslie McKeown**



## **Retaining Top Employees:**

Retaining Top Employees J. Leslie McKeown, 2002-07-22 Now translated into 12 languages This reader friendly icon rich series is must reading for managers at every level All managers whether brand new to their positions or well established in the corporate hierarchy can use a little brushing up now and then The skills based Briefcase Books series is filled with ideas and strategies to help managers become more capable efficient effective and valuable to their corporations State of the art techniques and technologies are fine but only those companies that recognize and hold on to their top performing employees will thrive in a tough competitive environment Retaining Top Employees focuses on specific actions to make retention a top priority From innovative recruitment and compensation policies to making effective use of exit interviews it outlines a complete program for becoming the employer of choice and is today's most in depth exploration of this increasingly essential topic

**Employee Retention** Mauro Bullett, 2021-08-12 It is a specific recruitment technique that actively sources the highest caliber candidates A talent attraction service may make use of online search software social media communications marketing and word of mouth to identify or attract candidates with extensive expertise in a specific field and industry This book will help you Improve profits by creating an engaged workforce Reduce the high cost of employee turnover Enhance your people management skills Effectively manage difficult employees Create a great business culture Improve your return on investment ROI in employee programs Develop effective employee communications

**The Employee Experience** Tracy Maylett, Matthew Wride, 2017-01-30 Ever notice how companies with the best service also have the happiest employees That's no accident Do you want to build a strong successful organization Start by ignoring your customers Really Instead focus first on creating a better employee experience or EX Your employees interact with customers make them smile and carry your brand message from the warehouse to the front lines If your employees are having a great experience so will your customers In The Employee Experience employee engagement pioneers Tracy Maylett and Matthew Wride reveal the secrets not only to attracting and retaining top talent but to building a deeply engaged workforce the foundation of organizational success With deep insights into the dynamics of trust and mutual expectations this book shows that before you can deliver a transcendent customer experience CX you must first build a superlative EX With real world examples and more than 24 million employee survey responses Maylett and Wride reveal a clear consistent pattern among the world's most successful organizations By establishing a clear set of expectations and promises collectively known as the Contract and upholding it consistently employers can build the trust that leads to powerful engagement Whether in business healthcare education sports or nonprofit these organizations are consistently more successful and more profitable enjoy sustainable growth and win the battle to keep today's rarest resource talented people Blending rigorous research detailed case studies in depth interviews and expert insights The Employee Experience will teach you to Make the employee experience a core part of your strategy Understand employee expectations and bridge the Expectation Gap Establish rock solid Brand Transactional and

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**Retaining Employees** Harvard Business School Press,2010-09-09 What can you as a manager do to attract top talent and keep your company s high performing employees In Retaining Employees you ll learn ways to stay competitive in the war for talent by using creative and effective retention strategies including Managing or removing common obstacles to retention such as burnout and work life imbalance Developing programs to better meet employees diverse needs and interests Hiring the right employees in order to improve retention

Retention Colene Rogers,2020-04-15 To run a successful enterprise be it a non profit charity an educational entity or a business you have to provide a great product or service that people want And to do that you have to have great employees who buy into your values your mission your corporate culture This book will provide you with practical proven easy to implement practices and strategies to help you improve employee satisfaction which leads to higher productivity lower turnover and a stronger bottom line Discover the four mindsets that employees have about where they work Insignificant Temporary Exclusive and Career Company Then learn how to create a culture that moves your employees to think of your organization in the top mindset A Career Company The secret is employee engagement Get ready to create an effective Retention Architecture that includes a top talent acquisition plan a leadership development plan and more Get ready to grow into a company employees love to work for one that Achieves Acquires and Keeps Top Talent

**The Perfect Hire: A Tactical Guide to Hiring, Developing, and Retaining Top Sales Talent** Katherine Graham-Leviss,Entrepreneur Press,2011-07-20 STOP THE REVOLVING DOOR How many sales candidates have you hired for their technical skills only to fire for their bad attitude How many experienced sales hires have you had to let go for poor on the job performance Whether you ve experienced such scenarios or you hope to avoid them the takeaway is simple the perfect hire requires more than technical skills and experience Sales strategist Kathi Graham Leviss invites you to stop the revolving door of sales hires and

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**Retaining Your Best Employees (In Action Case Study Series)** Patricia Pulliam Phillips,2023-05-26 Keeping and retaining your best high performing employees is tough But here s a resource that helps you take the best retention strategies from other organizations and apply them to your own situation Explore what others are doing about managing retention and learn about retention s impact on the individual employee who has chosen to leave or has been forced to leave an organization This book includes 10 case studies on important topics such as using recognition to manage retention reinvigorating a mature company and using an internal degree program to reduce turnover

**Strategic Talent Management - Attract, Develop, & Retain Top Performers** Simone Janson,2025-05-28 Also in the 3rd revised and improved edition published by a government funded publisher involved in EU programs and a partner of the Federal Ministry of Education you receive the concentrated expertise of renowned experts overview in the book preview embedded in an integrated knowledge system with premium content and 75% advantage At the same time you are doing good and supporting sustainable projects Because identifying developing retaining top talents is crucial for a company s long term success Strategic Talent Management Attracting Developing Retaining Top Employees offers practical strategies for leaders to implement effective talent management The book navigates through various aspects of talent management from identifying highly qualified employees to their development retention An indispensable resource for leaders aiming to establish a sustainable talent strategy in their organization With its integrated knowledge system and Info on Demand concept the publisher not only participated in an EU funded program but was also awarded the Global Business Award as Publisher of the Year Therefore by purchasing this book you are also doing good The publisher is financially and personally involved in socially relevant projects such as tree planting campaigns the establishment of scholarships sustainable innovations and many other ideas The goal of providing you with the best possible content on topics such as career finance management recruiting or psychology goes far beyond the static nature of traditional books The interactive book not only imparts expert knowledge but also allows you to ask individual questions and receive personal advice In doing so expertise and technical innovation go hand in hand as we take the responsibility of delivering well researched and reliable content as well as the trust you place in us very seriously Therefore all texts are written by experts in their field Only for better accessibility of information do we rely on AI supported data analysis which assists you in your search for knowledge You also gain extensive premium services Each book includes detailed explanations and examples making it easier for you to successfully use the consultation services freeky available only to book buyers Additionally you can download e courses work with workbooks or

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How to Retain Top Talent During Growth: Culture Over Cash Ikechukwu Kelvin Maduemezia ,2025-08-29 Hiring great people is hard but keeping them is even harder especially when your business is scaling Many founders believe salary is the key to retention yet research proves otherwise while money attracts talent culture keeps them The companies that grow strongest are not the ones paying the highest but the ones creating workplaces where people feel valued trusted and inspired This book explores how to retain top talent during times of rapid growth by prioritizing culture over cash It reveals why employees leave what makes them stay and how leaders can build an environment that encourages loyalty creativity and long term commitment Inside you ll discover Why culture outweighs compensation in employee retention The hidden costs of turnover and how to prevent it Practical steps to build trust recognition and purpose in your team How to scale culture as your business grows without losing authenticity Case studies of companies that kept their best people by investing in culture Whether you re a startup founder a business owner or a team leader this book will help you shift your focus from chasing talent with money to keeping talent with meaning Growth becomes sustainable not when you hire faster but when you keep the right people for the journey ahead **Strategic Human Resource Management: Exploring Emerging Trends**

**through Practice and Cases** Dr. Vinesh,Ms. Shweta Dubey,Dr. Shivam Agarwal,2025-07-04 Winning the Talent War Jame Geathers,2023-05-10 The talent war is a term used to describe the intense competition among businesses to attract and retain the best employees in a highly competitive job market This war is fueled by a growing demand for skilled workers and

a shortage of available talent which has led to a situation where the most sought after candidates are in high demand and can command premium salaries and benefits packages

**Navigating the Horizon** Pasquale De Marco,2025-08-15 Rarely if ever do companies clearly distinguish between or balance the management of today's business and planning for the future In Navigating the Horizon we embark on a transformative journey that challenges conventional wisdom and equips readers with the tools to develop dual strategies for success Drawing on the pioneering work of strategic market planning expert Derek Abell this book breaks new ground in the field of management It explores how companies can develop analytic marketing modes for not one but two distinct planning horizons By adopting a dual strategy approach organizations can adapt to the ever changing business landscape and position themselves for long term growth Throughout the pages of Navigating the Horizon readers will discover the importance of strategic planning and how it sets the course for organizational success They will gain insights into understanding organizational structure and management control essential components for effective decision making and resource allocation The book also delves into the art of analyzing market opportunities and identifying key success factors By connecting with customers on a deeper level organizations can build strong relationships and foster loyalty in a competitive marketplace The power of innovation is explored highlighting the role of creativity experimentation and technology in driving continuous improvement As readers chart the future they will learn how to anticipate technological changes analyze buyer seller behavior and address product life cycles The book emphasizes the need for co existing visions that balance short term goals with long term aspirations enabling organizations to stay ahead of the curve Navigating the Horizon is a guide for leaders who seek to master the present and preempt the future It draws inspiration from world class companies such as Nestl Caterpillar and Heineken showcasing their strategies for success By embracing change as a vital part of growth and fostering a culture of adaptability organizations can navigate the challenges of today and sail into a prosperous future This book is a must read for executives managers and entrepreneurs who aspire to lead their organizations with insight and innovation It offers practical recommendations and actionable insights that can be applied across industries and sectors Join us on this transformative journey and unlock the secrets of managing with dual strategies Let the voyage begin If you like this book write a review

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Pasquale De Marco,2025-03-09 In an era of unprecedented change and evolving employee expectations The Work Ethos Exploring the Culture of America's Top Employers offers a transformative guide to creating workplaces where people thrive and organizations excel This comprehensive book unveils the secrets behind the success of America's most admired companies showcasing the key ingredients that foster employee satisfaction engagement and productivity Through in depth case studies and expert analysis readers will discover the innovative HR practices leadership styles and workplace cultures that set these organizations apart The Work Ethos delves into the importance of creating a fair and inclusive workplace where diversity equity and inclusion are not just buzzwords but tangible realities It explores the role of technology in



enhancing work life balance promoting collaboration and driving productivity Furthermore it emphasizes the significance of recognizing and rewarding employee achievements fostering a culture of appreciation and continuous improvement Beyond traditional notions of compensation and benefits The Work Ethos highlights the intangible factors that contribute to employee well being and job satisfaction It underscores the importance of work life balance mental health support and creating a positive work environment where employees feel valued respected and empowered to thrive As the future of work unfolds the book explores the impact of technological advancements remote work models and the changing nature of employment It provides guidance on how organizations can adapt to these evolving trends reskill and upskill their workforce and create sustainable purpose driven workplaces that attract and retain the best talent The Work Ethos is an indispensable resource for business leaders HR professionals and anyone seeking to create a workplace where employees are engaged motivated and inspired to excel It offers a roadmap for building a company culture that attracts top talent drives innovation and achieves lasting success If you like this book write a review

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re in the early stages of growth or managing an established business The Strategic Playbook will give you the insights to make bold moves inspire your team and outsmart the competition

**The Talent Magnet: How to attract and retain the best employees** Silas Mary, 2025-01-17 The Talent Magnet offers a strategic approach to attracting hiring and retaining top talent This book emphasizes the importance of creating an attractive workplace culture offering competitive compensation and providing professional development opportunities that keep employees engaged and loyal It also explores how to leverage employer branding recruitment strategies and employee benefits to become an employer of choice By providing insights on how to stand out in the competitive job market The Talent Magnet helps businesses build a team of high performing employees who contribute to the company s growth and long term success This book is perfect for HR professionals and business leaders looking to create a strong talent pipeline and reduce turnover

Business Profits Unleashed Pasquale De Marco, 2025-07-26 Business Profits Unleashed is the ultimate guide to maximizing your profits and taking your business to the next level In this book Pasquale De Marco shares his proven strategies for increasing sales cutting costs and optimizing your operations Whether you re a small business owner or an executive at a large corporation the principles and techniques in this book can help you achieve your financial goals Pasquale De Marco draws on his decades of experience in the business world to provide you with actionable advice that you can implement immediately In Business Profits Unleashed you ll learn how to Increase your sales by targeting the right customers and using effective marketing techniques Cut your costs without sacrificing quality or customer service Optimize your operations to improve efficiency and profitability Manage your finances effectively to maximize your profits Lead and motivate your team to achieve success Business Profits Unleashed is more than just a book it s a roadmap to success If you re ready to take your business to the next level this book is for you Pasquale De Marco is a leading expert on business growth and profitability He has helped hundreds of businesses achieve their financial goals He is a sought after speaker and has been featured in numerous publications including Forbes Entrepreneur and The Wall Street Journal If you like this book write a review

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