



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

# RETAINING TOP EMPLOYEES



J. LESLIE McKEOWN

# Retaining Top Employees

**Simone Janson**



## **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

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arms you with the critical steps to choosing the perfect hire every time Utilizing proven best practices revealed from the latest research in sales performance drivers learn how to assess soft skills problem solving abilities and behavioral attributes in addition to technical know how to select candidates who are well matched for the job not just well qualified Uncover the secrets to creating a successful hiring methodology that enables you to Attract quality candidates Screen for high performers Predict on the job success Select the perfect hire Increase productivity Reduce turnover Increase Profits Be it time money opportunities lost the cost of finding and hiring a new sales employee is significant Stop spending on poor prospects and start profiting with the perfect hire Praise for The Perfect Hire The Perfect Hire is there such a thing Kathi Graham Levis's book has made me a believer This step by step path to success should be required reading for a world class sales organization or those desiring to attain such a competitive distinction Loretta Penn President Spherion Staffing The Perfect Hire is a comprehensive guide detailing how to actively hire and cultivate the most effective sales force by using meaningful assessments that capture employees competency critical thinking and core values The book employs Graham Levis's 25 years of experience and research findings to ensure employers are able capable of developing the best sales talent as possible Troy Vincent VP Player Engagement National Football League Poor hiring and development practices have a devastating impact on a company's bottom line as valuable customer data is lost and relationships damaged Kathi Graham Levis's book can help any business dramatically improve their hiring and development process and lead to a more profitable future EVP Morris Publishing Finally a sales handbook that brings together the art and science of recruiting top sales talent Belongs on the bookshelf of every sales VP Rebecca Callahan President SourceRight Solutions As a how to guide this book contains everything you may need to know Brimming with straightforward strategies anyone can use to overcome the pitfalls of hiring developing and retaining top sales talent Anne Szostak President CEO Szostak Partners LLC A brilliant book that will help ALL levels of management maximize the potential of their organizations most powerful resource their people This book is built around the unique perspective that hiring top talent is the number one priority and often times most frequently lost opportunity of every company no matter their size A truly important book for ALL sales leaders C Preston Bowen Senior Vice President Overhead Door Corporation

**Build a Loyal Team That Performs Consistently : The Secret to Retaining Top Talent** Silas Mary, 2025-02-14 Build a Loyal Team That Performs Consistently The Secret to Retaining Top Talent A business is only as strong as its people High performing loyal teams don't happen by chance they are built through strong leadership trust and a culture that makes people want to stay and give their best Yet many leaders struggle with high turnover disengagement and inconsistent performance because they fail to create an environment where employees feel valued motivated and invested This book is your step by step guide to building a team that is engaged high performing and committed to long term success You'll learn How to create a workplace culture that attracts and retains top talent The key leadership traits that inspire loyalty and peak performance How to motivate employees beyond just salary building real

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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 engage with an active community This

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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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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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*How to Become an Industry Disruptor and Change the Game: The Playbook for Reinventing Any Market* Silas Mary,2025-02-20 Industry disruption is the key to leading the market and creating lasting change How to Become an Industry Disruptor and Change the Game provides a step by step playbook for rethinking traditional business models and challenging the status quo This book teaches you how to spot opportunities for innovation develop groundbreaking ideas and execute strategies that disrupt industries and redefine markets Learn how to innovate at scale overcome resistance to change and lead your business to dominance By applying the principles in this book you ll position yourself as a disruptor who changes the game and reshapes your industry for years to come

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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

## **Retaining Top Employees** Book Review: Unveiling the Power of Words

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