

DO YOU WANT TO RETAIN YOUR GOOD PEOPLE?

A recent survey conducted by Leadership Management Australia where 2,000 managers and employees were asked specifically about what they looked for and needed, to be satisfied in their work environment came up with some interesting findings.

More than 80% of employees said they were happy in their workplace and wanted to remain with their current employer. Of that 80% more than half said they would leave if they felt their employer did not take a personal interest in them.

- People will only stay where they are appreciated.
- Many were prepared to accept a lower salary to have quality of lifestyle.
- Many were seeking greater flexibility of working hours to spend more time with family.
- A key factor identified with team retention was training. Not only will they feel valued they will also be able to utilise their new skills.

As a result of reading these findings it is a good thought, to make a list of what you currently do that shows your team how you appreciate their good efforts and results. Just like “points of difference” they don’t mean a lot unless you talk about them.

Within your salon there are a lot of things you do for your team. Remind them so that it is not taken for granted. Look for opportunities to introduce new ways of recognising them and showing your appreciation. The aim is to have a happy, loyal team who stay with you.

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