

Preventing unwanted turnover

Every manager, at some point in his or her career, suffers the pain of losing a top performer. Great employees tend to have lots of options, and sometimes they opt to leave you and your organization.

That doesn't mean your hands are tied, though. Managers who make retaining their best people a priority can at least minimize unwanted turnover. Here are some retention tips you can try:

1. Hire the right people.

If you're fortunate enough to be able to hire some or all of your team, make sure you select people who will love the role and be excited to stay at your organization for the long haul. See our [Hiring](#) topic to learn more about making great hires.

2. Build great relationships with your team.

Learn as much as you can about each individual. Build rapport. Put their interests before your own. And improve any management shortcomings you have that might be getting in the way.

3. Understand what each person on your team cares about.

And use that knowledge to ensure they are always working on something that matters to them.

4. Have weekly 1-on-1s.

Keep your [1-on-1s](#) open-ended and low-pressure so you can draw out potential issues. Periodically ask questions from the [1-on-1 Retention Question Guide](#) to gain more insight into each individual's state of mind.

5. Help support and encourage growth and development.

Create realistic development plans. Provide regular feedback. Coach and train your team. Ensure that your direct reports have helpful mentors. Prioritize learning and development.

For more tips, see our article [11 ways to help your direct reports succeed in their careers](#).

6. Promote an open, trusting, cooperative environment.

Set the example yourself and carefully monitor and intervene if these values are not upheld within your team.

7. Do your part to ensure compensation is fair.

Try working with your manager and HR to evaluate your team's compensation levels. Depending on your circumstances, you may be able to proactively address any salary issues before your team brings them up. And beyond compensation, there are likely other things you can provide to keep your exceptional performers happy, like more autonomy or recognition — see our article [Raise requests: 5 things your team is really asking for](#) for more ideas.

Experienced manager [James Burgess](#) describes how he went above and beyond to ensure his direct report got the right compensation.

Next: [How to identify where your team stands](#)

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