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HOW TO RETAIN
A GOOD EMPLOYEE
FOR 'LIFE'

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'GOOD' ARE THE MAJORITY



Take home –

what I can implement

what I can recommend

what I can ???




We are good learners



We can be great learners



The opportunity is ...



**... to learn consciously and
systematically**



A diary –

learning
learning to know/do
and doing



Why attend this programme?
Why not read a book?



A LEARNING GRID



How many useful things
we know

How many we use

How many we "use"
the opposite?

Out of 100



GOAL

To retain
"good" personnel
for a reasonable time



**Compensation
only *A* factor**



The gypsy type

The 3 year background

The 'army' children


The cousin abroad

The rooted background

The stakes high



All things considered



**The current challenge
not only in IT companies**



A priority for top management




"ONLY ten per cent"




"Let them go"



Loyalty cannot be one-sided



**Even marriages
are
not forever**



**Cost
and
OTHER implications**



**Controllable and not controllable
reasons**

**Are we controlling
the controllable? the gypsy etc**

General expectations —

Use my talents

Pay market rates

Treat me with dignity

That little extra is welcome



A crucial question:

Is he likely to stay?

Personal circumstances

Living conditions

Cultural trends




**"If you take care of me
I will take care of you"**



**Statistical survey
and
individual discussion**



**Retaining talents
not
publishing a paper**



**"All things considered"
not automatic
calls for counseling
individual attention**