

TRACK TRAINING TIPS NUMBER 15

A recent report from Reed Consulting showed that *49% of staff left their jobs because of a lack of opportunity for personal and career development.* (this applies to managers as well as to staff). Interestingly only 21% of employers saw this as the main reason people left.

So what can you do about this real business issue?

1. Create defined career structures/pathways
2. Use competency based systems for objectivity
3. If upward movement is no longer possible think job enlargement/enrichment/stretch
4. Plan the training budget against what the business NEEDS to survive and grow, not what it got last year
5. Think creatively and laterally
6. Ensure that all employees are getting an annual PDR and that it includes a section on growth and development
7. Benchmark against other similar organisations
8. Ask employees for their ideas
9. Remember that it costs roughly £5.0k to replace someone who leaves
10. Remind ALL your managers that they are first and foremost required to MANAge others – then measure them on their performance

Best regards

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