

Welcome to Track Training Tips Number 26

As we near the period of good will and festive cheer to all, here's a little something to ponder upon!

A recent survey on behalf of the I.L.M. by Kingston University Business School found the following:

- **47%** of all employees are either in the process of looking for another job or are in the process of leaving their current job
- **43%** are dissatisfied with the relationship they have with their manager
- only **38%** said they were treated with respect

and from the same article, some Tips on how to build good relations in the workplace:

- have more flexibility in work practices
- have a close look at communication channels in your organisation to see how they can be strengthened
- think about the kind of work you are asking employees to do and how well you use their abilities
- give regular feedback to employees about their performance
- be more visible and treat employees with respect

Not new findings I grant you – but a demonstration of a disappointing lack of improvement in this key area.

And for more tools and techniques on effective communication refer to Track Training Tips number 17.

Best regards

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