

Choosing team, getting
good people and keeping
them

What is team?

A group of people with a full set of complementary skills required to complete a task, job or project.



Some tasks cannot be done alone



Try using a pen with a single finger

Need other finger to hold it.



**Five fingers are managed to work
in coordination**

People in the organization

- Most important assets of the organization.
- The tasks of a manager are essentially people-oriented.
- Poor people management is an important contributor to project failure.

“While building your team, search
always for a people who love to win.
If it is difficult to find, at least look
for people who hate to lose.”
~Unknown

Choosing a team

Information on selecting team members comes from:

- Information provided by the candidates.
- Information gained by interviewing and talking with candidates.
- Recommendations and comments from other people who know or who have worked with the candidates.

Criteria for choosing people

- Proven competence
- Complementary composition
- Multitasking capabilities
- Shared Vision
- Transparency
- Personal integrity and mutual trust
- Ability to question each other and take disagreement in stride
- Resilience
- Sense of humour

Problem?

- Over 50% of the people recruited in to an organisation leaves within two years.
- One in four people recruited leaves within six months.
- Nearly 70% of organisations report that staff turnover has a negative impact.
- Nearly 70% of organisations report having difficulties in replacing staff.
- Approximately 50% of organisations experience regular problems with employee retention.

Employee Retention

Employee retention refers to the various policies and practices which let the employees stick to an organization for a longer period of time.



Talent Management “the line of attack” for retaining employees



Why do Employees Leave ?

- Leave an organization out of frustration
- Constant friction with their superiors or other team members.
- Low salary
- Lack of growth prospects
- Lack of motivation
- Lack of recognition
- Lack of teamwork

- Lack of tools and resources
- Excessive workload
- Lack of training
- Poor senior leadership
- Poor communications
- Poor management

Need & Importance of Employee Retention

- Hiring is not an easy process
- Invests time and money
- Threat to join the competitors
- The employees are more familiar with the company's policies, guidelines and thus they adjust better
- Loyalty towards the management and the organization.

The advantages of employee retention

- Intellectual asset
- Employee retention is a financial gain for organizations.
- Acquiring Talent
- Training and Development
- Skilled Labor Force
- Impact on Customer Service

RETENTION IS BETTER THAN RECRUITMENT

How to retain employees and minimize the turnover

- **Never threaten an employee's job or income**
- Provide appropriate **rewards and recognition**
- **Support**, listen and respect for employees at all times.
- **Pay** for what they deserve
- Enable employees to **balance work and life**.
- **Hold exit interviews** with departing employees to retain remaining staff
- Provide employee with **new challenges, growth opportunities and career progression**.
- **Involve employees** in solving problems and making decisions
- **Offer performance feedback** and praise good efforts and results

- **Recognize** and link **attractive pay** to excellent performance.
- Offer an attractive, competitive, **benefits package**.
- Nurture and celebrate **organization traditions**.
- **Make promotion system is fair**



Conclusion

- Employees are the major assets of any organization.
- An organization must work hard towards retaining those who really are important for the organization.

“Known devil is better than unknown angel”



Thank you