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Fifth Edition – Updated Throughout to Help You Engage and Retain Talent

BEVERLY KAYE AND SHARON JORDAN-EVANS

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Love Em Or Lose Em Getting Good People To Stay

Beverly Kaye, Sharon Jordan-Evans



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Love 'Em Or Lose 'Em Beverly Kaye, Sharon Jordan-Evans, 2014-01-06 Retaining top talent and making sure they feel engaged and appreciated is a perennial concern for every business This is the fifth edition of the bestselling book on employee retention with over 600 000 copies sold globally

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simple strategies from A to Z that managers can use to address their employees real concerns and keep them engaged The authors have gone over every word of the previous edition revising updating and streamlining This edition includes a timely focus on diversity and inclusion in every chapter For example chapter 6 focuses on family Different cultures view family responsibilities differently so the authors address how to take that into consideration when a treasured employee asks for extended leave to care for a grandparent And a new section called Conversations That Count offers discussion questions for sparking deeper conversation around the topics in the book This new edition will ensure that Love Em or Lose Em will continue to help managers all over the world create a supportive workplace cultureso they can fight burnout and keep the people they can least afford to lose Love 'em Or Lose 'em Beverly Kaye, Sharon Jordan-Evans, 2008 Love 'Em Or Lose 'Em Beverly Kaye, Sharon Jordan-Evans, 2015-12-17 Retaining top talent and making sure they feel engaged and appreciated is a perennial concern for every business This is the fifth edition of the bestselling book on employee retention with over 600 000 copies sold globally **Hello Stay Interviews, Goodbye Talent Loss** Beverly Kaye, Sharon Jordan-Evans, 2015-05-18 Stay interviews prevent exit interviews You can t afford to lose them They re your stars and your solid citizens You wonder if they re happy in your organization and what might keep them there To find out you could A Conduct a survey then try to guess who said what B Take note of their latest tattoos Is your company logo among them C Ask What will keep you here The correct answer is C It s the opening line of a great stay interview and it could make the difference between keeping and losing your best people Worried that your talented people will want things you can t deliver like more money or a big promotion Beverly Kaye and Sharon Jordan Evans have a simple four step process for dealing with that Not sure how to get started They provide dozens of suggested questions and icebreakers Think you don t have time They offer all kinds of creative time saving options for where when and how you can do stay interviews *Love It, Don't Leave It* Beverly Kaye, Sharon Jordan-Evans, 2003-11-01 How long has it been since you ve said that about your work What are you waiting for Your organization to care Your boss to go Your colleague to stop being a jerk Someone to hand you an exciting new assignment More money This book is the antidote to waiting Return to it again and again Dog ear the pages and highlight ideas that hit home Sometimes you have to go but often you don t Love It Don t Leave It will teach you how to get satisfaction from your work right where you are now **Help Them Grow or Watch Them Go** Beverly Kaye, Julie Winkle Giulioni, 2012-10-18 The Enhanced Edition includes eight training videos by the co authors Beverly Kaye and Julie Winkle Giulioni and one animation total of 27 minutes The opening video introduces the co authors and big idea of the book The closing animation helps readers spread the word digitally about helping people grow The seven training videos embedded in the chapters provides additional learning concepts and methods such as Goodbye Career Ladders Learning Beyond the Classroom Six Proven Strategies and Tips for Tipping the Conversation Study after study confirms that career development is the single most powerful tool managers have for driving retention engagement productivity and results Nevertheless it s

frequently back burnered When asked why managers say the number one reason is that they just don't have time for the meetings the forms the administrative hoops But there's a better way And it's surprisingly simple frequent short conversations with employees about their career goals and options integrated seamlessly into the normal course of business Kaye and Giulioni identify three broad types of conversations that have the power to motivate employees more deeply than any well intentioned development event or process These conversations will increase employees awareness of their strengths weaknesses and interests point out where their organization and their industry are headed and help them pull all of that together to design their own up to the minute personalized career paths Help Them Grow or Watch Them Go is filled with practical tips guidelines and templates as well as nearly a hundred suggested conversation questions Illuminated with the perspectives of real managers and employees this book proves that careers are best developed one conversation at a time

The Listening Leader Emilio Galli Zugaro, Clementina Galli Zugaro, 2017-01-30 Leaders often say I communicate when in fact they mean I tell Yet being able to really listen is the key to growth and results The Listening Leader provides a clear framework for taking action to implement a communicative leadership style By actively listening to your organisation and external stakeholders you will be able to better navigate today's VUCA volatile uncertain complex and ambiguous economy and digitally transparent world make a genuine difference to the performance of your organization better respond to the expectations and needs of their stakeholders and dramatically increase your competitiveness in the market The full text downloaded to your computer With eBooks you can search for key concepts words and phrases make highlights and notes as you study share your notes with friends Print 5 pages at a time Compatible for PCs and MACs No expiry offline access will remain whilst the Bookshelf software is installed eBooks are downloaded to your computer and accessible either offline through the VitalSource Bookshelf available as a free download available online and also via the iPad Android app When the eBook is purchased you will receive an email with your access code Simply go to <http://bookshelf.vitalsource.com> to download the FREE Bookshelf software After installation enter your access code for your eBook Time limit The VitalSource products do not have an expiry date You will continue to access your VitalSource products whilst you have your VitalSource Bookshelf installed

Responsible Restructuring Wayne F Cascio, 2002-09-09 Firms that restructure through downsizing are not more profitable than those that don't and often end up hurting themselves in the long run Responsible Restructuring draws on the results of an eighteen year study of S P 500 firms to prove that it makes good business sense to restructure responsibly to avoid downsizing and instead regard employees as assets to be developed rather than costs to be cut Wayne Cascio explodes thirteen common myths about downsizing detailing its negative impact on profitability productivity quality and on the morale commitment and even health of survivors He uses real life examples to illustrate successful approaches to responsible restructuring used by companies such as Charles Schwab Compaq Cisco Motorola Reflexite and Southwest Airlines And he offers specific step by step advice on what to do and what not to do when developing and implementing a

restructuring strategy that unlike layoffs leaves the organization stronger and better able to face the challenges ahead

Make Their Day! Cindy Ventrice, 2003 Written from the employees viewpoint this book explains why good working relationships form the core of effective workplace recognition

Training Across Multiple Locations Stephen Kreml, R. Wayne Pace, 2001-04-13 Provides practical solutions to the business problem of distributing training to multiple locations Introduces a new and practical way to use assessment to create a sustainable training and development function Shows how those involved with training and development can make bottom line contributions to the company Provides a model for calculating return on investment ROI for technology based programs In this era of rapid globalization human resource development professionals in every type of organization face the problem of managing training and development across many different often widely dispersed sites Training Across Multiple Locations offers a comprehensive proven model for designing building and assessing every aspect of a multiple location training and development T D system Stephen Kreml and R Wayne Pace detail how to integrate training from multiple locations into a comprehensive organizational strategy and how corporate training can align those multiple locations with a single corporate vision Training Across Multiple Locations draws from numerous real life examples to show how distance learning technology including intra nets web based training and computer based training is being used to manage multi point training at companies like Motorola Ford Boeing Kinko s Hewlett Packard and others With technology the authors reveal training organizations are able to extend their reach and distribute training over a far wider audience in ways that may make current approaches to training less relevant and even obsolete And perhaps most importantly they provide a model for calculating return on investment ROI for these technology based programs Kreml and Pace present a detailed review process for evaluating the effectiveness of multiple location training and development systems and provide specific advice on how to conduct the review and how to share data to enhance unit effectiveness They also include a unique questionnaire that helps teams assess how well they are carrying out their T D responsibilities and how well they are integrating their activities into the corporate business plan Training and development functions survive by maintaining relationships with critical decision makers at all levels in the organization This process is often described in terms of politics and power but Training Across Multiple Locations treats the issue simply in terms of how to get the job done The unique process described in this book will encourage better preparation and more informed discussions and decisions allowing managers to better anticipate problems and stay on top of key issues

Love 'em Or Lose 'em Beverly Kaye, Sharon Jordan-Evans, 2002 With every employee who walks out the door costing up to 200 percent of their annual salary to replace retention is one of the most important issues facing business today This bestseller gives everyone from CEO to front line supervisor solutions for keeping the employees they simply cant afford to lose The authors show that what employees really want even more than bigger salaries are meaningful work opportunities for growth excellent bosses and a sense of connection to the company This thoroughly updated and revised edition includes a new

managers troubleshooting guide with 26 strategies that can be used at every level and a chapter on saying thank you in the workplace *Intrinsic Motivation at Work* Kenneth Wayne Thomas,2002 *Intrinsic Motivation at Work* marks a major advance on the topic of work motivation one based on an understanding of the changing requirements of today s workplace and the limitations of older motivational models Written in an engaging accessible style yet grounded in solid academic research the book is divided into three parts Part One assesses older models of work motivation and why they need an overhaul Part Two explains the nature of the new work and the importance of reintroducing a feeling of purpose and self management Part Three presents in depth the four intrinsic rewards that make work energizing and compelling a sense of meaningfulness a sense of choice a sense of competence or quality and a sense of progress and how to create them

Formula 2+2 Douglas B. Allen,Dwight W. Allen,2004-10-10 Even the best managers often view employee coaching and feedback as necessary evils In this work Allen provides managers with a simple yet powerful approach to revolutionizing feedback conversations and making them a regular and even welcome part of their duties

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