

# Half your staff are thinking of leaving...



## Office Location

First Floor  
Cnr Jessica Boulevard  
and Nicklin Way  
MINYAMA QLD 4575

## Phone

07 5444 7094

## Fax

07 5444 8205

## Website

[www.hbaencompass.com.au](http://www.hbaencompass.com.au)

## Email

[admin@hbaencompass.com.au](mailto:admin@hbaencompass.com.au)

## Mailing Address

PO Box 1074  
BUDDINA QLD 4575

A scary statistic, but true! According to Forbes.com a recent poll of 11,000 employees said 62% were somewhat likely or very likely to leave their jobs in the next 3 months.

These findings match research conducted by succession and transition specialists, Bstar who found 9 out of 10 small to medium enterprise businesses rated staff management as their highest business concern.

“With more mobile and fewer qualified staff this situation will only get worse and with differing expectations between owners, managers and staff. Effectively managing staff is becoming a key issue for EVERY employer.”

## Gen Y

Born between 1980 and 1994, a large % of the workforce and the most challenging employee group for employers. Some of their characteristics include:

- they are a generation of consumers wanting an instant lifestyle;
- have high expectations and tire quickly of routine;
- demand change;
- don't see owners as role models;
- have different lifestyle expectations; and
- active users of instant communication technology and media.

They are the future owners and managers of your business!

All is not lost! Employers have the opportunity to develop forward thinking strategies to better manage their team. Investing in these strategies can lead to improved retention, attraction & contribution from staff.

## What are leading businesses doing to address these issues?

Compare your business to businesses that are passionate about retaining great staff. Do you have:

- Flexible working conditions
- Incentives linked to performance and contribution
- Career plans for all staff
- Training and development programs
- Staff equity investment and ownership models
- Clear understanding amongst your team of the businesses goals and objectives

## What can I do?

If you want to address these issues and position your business for the future you may want to consider developing and implementing a Staff Value Program. The Staff Value Program creates an environment where your team are more engaged, motivated to achieve business and personal success and rewarded for contributing to the businesses improved performance.

The first stage of developing your Staff Value Program is to survey your staff; getting their view and opinions and understanding their level of commitment to you and your business.

Once completed we then work with you and your team to agree business and individual Key Performance Indicators (quantitative & qualitative), Performance Targets, Career Objectives and Plans and an Incentive System that is funded from the additional profits generated.

**It's a 'win win' for staff and the business.**

**Talk to HBA Encompass about implementing a Staff Value Program today!**

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