

Now that the year end festive season is over and many employees have collected their bonuses, many employees are now on the look out for new and greener pastures. This is likely to lead to a surge in a company's turnover rate. So how can an HR practitioner or head of a department like yourself reduce attrition rate? One of the ways is to actively engage your employees at the workplace.

To do so, the company will have to institute the type of culture that will make employees want to stay with the organisation.

Communicate clear mission, vision and value

The Late John F. Kennedy had a dream. It was to have a man travel to the moon even though the technology back then was far from making it feasible at the time. But it certainly gripped the heart and soul of American citizens during his generation. They reached for it anyway, and eventually succeeded. With clear purpose, vision and value statements, you will harness your employees' energies to focus on something greater than themselves, thus giving meaning to what they are doing.

Live and lead by example

As a boss, do you lead by example or do you do so through your position of power? Bold vision and value statements hung in the boardroom may be a disservice if management does not walk the talk. Ask yourself if all the policies, strategies and decisions made in all business divisions and departments are aligned to the values and mission declared? We must always diligently conduct reality checks to ensure that we live by our values and practices. Employees are sensitive to whether their bosses are true to the cause or simply paying lip service. Do you truly lead or just ensure performance indicators are met? Your people want to see you leading with not just your competencies but by showing a great example.



Employee engagement through motivation

How to use motivational techniques to effectively engage employees?

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Listen to employee input and feedback

Employees feel enormous pride when their opinions and ideas are heard and respected. When managers pay special attention to the grassroots of the organisation, they make employees feel valued. Though I do not believe you should adopt just any and every suggestion, especially those that may be impractical, you will be surprised at how much wisdom and precious ideas we can learn when management practices listening.

Identify clear performance indicators and mentorship for growth

Frequent appraisals will enable employees to know where they stand in terms of their performance; where they have done well as well as how they can improve on weaker areas. Use a clear quantitative and qualitative performance scoreboard before the commencement of an employee's term or project so that performance can be evaluated with clear, measurable results. From these sessions, the immediate supervisor or human resources practitioners in the organisation can identify areas

of improvement, training and development, career advancement and opportunities to pursue. Employees appreciate supervisors who care for them by bringing out their best in the pursuit of personal growth and development. Through this, you will be able to bring up the performance of your team while striving towards excellence. We should always remember: employees join companies but leave bosses (who don't do their jobs well!)

Create a 'politics and gossip free' environment

'If is to be, it is up to me' This is a saying I heard from a management guru some years ago of what the attitude of managers and bosses should be. Generally, people detest politics. It saps energy, impairs productivity and creates unnecessary problems. In his area of influence, supervisors need to craft a culture that actively discourages gossip and politics. My personal style is to encourage open communication while issuing warnings of those negative and unwanted practices. Yet, I need to always be sure I am impartial and neutral in explaining the decisions and policies made. Also, the reality is that you may need to take the bull by its horns and let people go if they are not aligned to this set of convictions. Releasing people is sometimes necessary in the path of growth. Do not let the few dissenting ones derail you of your dream to build a happy and productive bunch of performers.

It is tough being a boss or superior; the top man is actually the No.1 slave! But it is worth the effort because leaders impact and shapes lives. Just look at some great men in recent times like Rev. Martin Luther King, Sir Winston Churchill or even or MM Lee Kuan Yew. Do you agree?

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