

RETENTION: Prioritize Employees Based on Their Value and Flight Risk

The biggest retention mistake by far that company's make is trying equally hard to keep every employee. Of course, treating everyone equally from a retention standpoint is a mistake because not all employees and jobs have the same business impact. Few organizations have the resources even to attempt to retain every employee who might want to quit. Finally, realize that all employees do not have the same risk of leaving (some are a zero-risk). So move beyond this strategy by first identifying and then targeting your retention efforts only on your most impactful employees who, at the same time, also have among the highest risks of leaving (i.e., they are a flight risk). Remember, if you only lose one person on your team of eight, you only have a 10% turnover rate. However, if that person is named Tom Brady... your NFL team is in big \$ trouble!

A best practice in prioritizing – Ask yourself as a manager... “which of my people, if they told me they were leaving in two months for a similar job at a peer organization, would I fight hard to keep?” The process also includes a component where the employee prompts the keeper conversation with their manager, who usually waits too long. (This “keeper test” was developed by Netflix).

You can optimize retention with Peak Retention.
 Visit peakretention.com or contact Mike Frazier, mike@peaktcs.com

Successorized By Mike Frazier: Employees Stay When They Are:



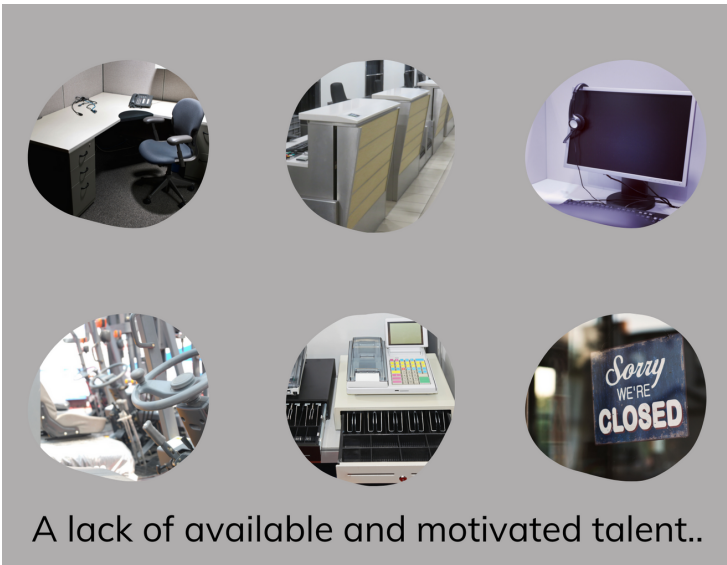
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To request one of these assessments or to see a full list of our hard skills assessments, please email heather@peaktcs.com.



Right-Fit Talent .. Right Now!: Or, Why Are You Still Attempting to Find, Hire, Develop, Keep on Your Own?



A lack of available and motivated talent..

Requires an abundance of innovative talent options.

Help Wanted to Help Is On the Way!

From entry-level to executive-level and every role in between, Peak will provide the talent you require to thrive.

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Emotional Intelligence is the Driver of Organizational Success

Contact Mike Frazier for Individual and Group Training / mike@peaktcs.com for more information

How individual employees manage their emotions effectively and lessens job turnover intention. Emotional intelligence (EQ) that enables an employee to work together with others toward achieving a common goal. In addition, emotional intelligence will enhance employees' suitable emotions in fulfilling customers' expectations that help to form a positive image of the organization.

- The Effect of Emotional Intelligence on Turnover Intention and the Moderating Role of Perceived Organizational Support, Published March 1, 2020