RARE EXECUTIVES

HOW TO RETAIN YOUR LEADERS

Hiring the right leader can create amazing value for your business. But losing someone is a real blow.

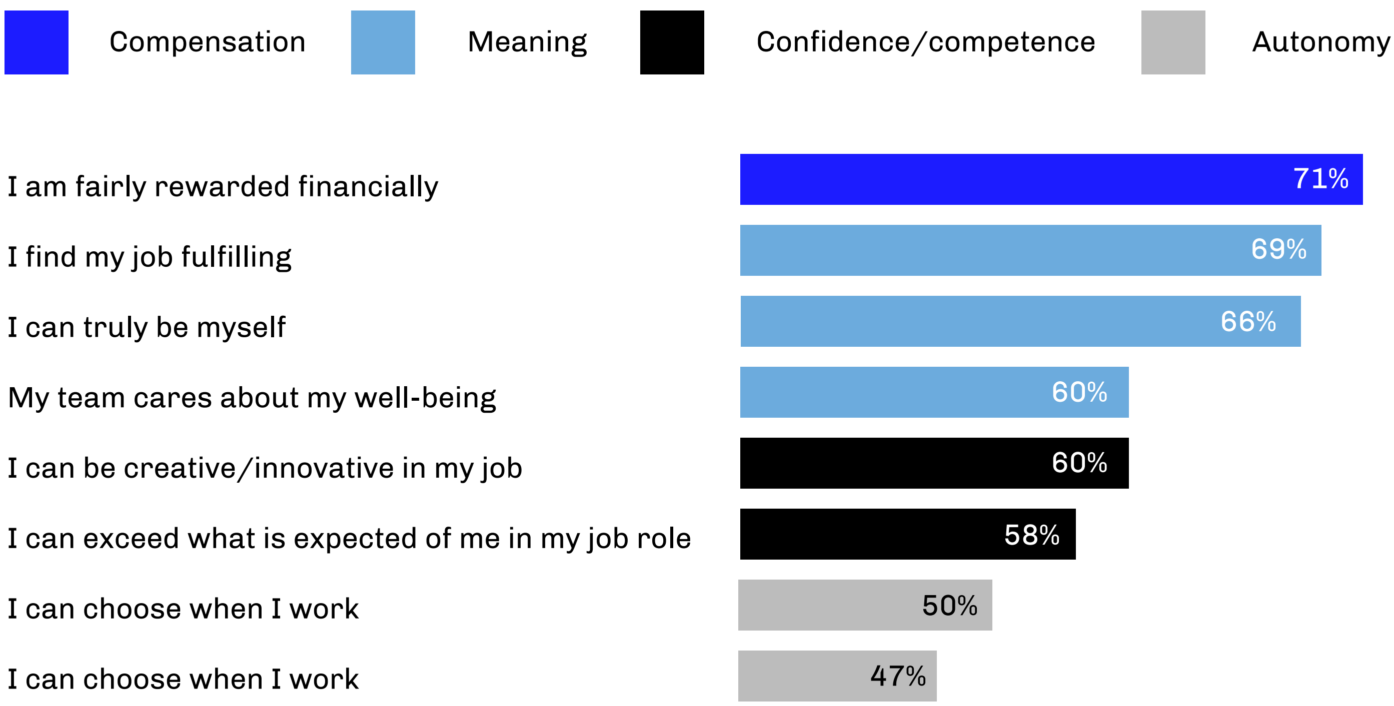
Here are our top points
to help you retain your top leaders.

Overview

Let's face it, it's a battle to hire and retain top talent. People are getting messages from recruiters each week. And... with so many AI vendors, you're always in a competitive market for the best.

Meaning matters to employees

Most important factors when considering a change in work environment, % of respondents[1]



[1]Respondents who selected extremely or very important.
Source: PwC's 2022 Global Workforce Hopes and Fears Survey of 52,195 workers across 44 countries and territories.

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OUR TOP POINTERS TO RETAIN YOUR TOP TALENT

Offer benefits beyond the basics

Providing help to employees in other aspects of their lives is a popular way to increase salary. To safeguard leaders' incomes, you can provide additional life insurance. Employees are pleased with other additional benefits like dental, vision, and wellness. Additionally, employee health and happiness can be maintained by offering gym memberships and transport allowances. It's important to give your employees better benefits so they know you really care about them and their families.

Prioritise work-life balance

Top employers create an atmosphere where leaders have a positive work experience and feel connected to your business. Be flexible with working hours. The reality is, they'll be doing plenty of hours for you anyway.

Include leaders in the bigger picture

Tell them what's going on! Employee happiness is greatly improved by benefits like individual and departmental direction, frequent and clear communication about company happenings, and overall company direction.

Be transparent and honest

Everything isn't always rosy. While providing feedback and being able to understand employee concerns are important, what you do afterward is crucial to employee retention. Always be honest by sharing what you've learned and a strategy for dealing with the problem.

Create a career pathway

Where can people see themselves in 5 years? What are your plans for growth? Regular discussions with leaders about career planning are essential for businesses. Make sure employees are aware of the various career paths and job opportunities offered by the company as part of their training and development.

Offer plenty of time off

Increase the number of vacation days you give to your best employees. You can be sure that these superstar employees will finish their work and enjoy a few extra days of well-deserved time off with friends and family.

Promote a positive work environment

Culture starts at the top. Have you ever worked in a crap office? A happy workforce results in a happy business. Change a title, take them golfing, run spa days. Help employees grow and develop, whether it's by encouraging them to take on new responsibilities or challenges, enrolling in training to acquire new skills, or learning more about the mission on business trips.

Equity

Equity is the key motivator for leaders exploring options. If you're not tying your leaders into the big picture, you will run the risk of losing them.

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ARE YOU LOOKING FOR LEADERSHIP TALENT?

Get in touch

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