Talent Retention is your Best Growth Strategy

Executive leadership organization The Executive Connection urges SMEs to actively invest in talent retention to protect their most valuable assets

Businesses that dont have a comprehensivetalent retention strategy in place risk losing their key staff, according to executive leadership organization. The Executive Connection (TEC).

As Australia slowly makes its way out of the GFC, many businesses are worried about losing their key staff and notwithout cause. The latest Australian Employee Satisfaction & MotivationStudy by SEEK shows that two out of every three employees are keeping an eyeout for a new role.

During May to August, TEC has opened up theopportunity for businesses without a talent retention strategy to have theirkey staff experience the KEY Executive Program, which is designed for thepersonal and professional development of senior executives that report to thebusiness owner or CEO. With betterleadership skills, KEY Executives can help move their company towards asuccessful future

KEY Executive members meet monthly with agroup of up to 18 senior executives from non-competing businesses. Each KEYgroup is managed by a TEC Chair, an ex CEO with broad business experience whoacts as coach and mentor and understands the challenges of being a seniorexecutive. Most business leaders know that retainingtheir star performers takes more than a pay rise. Training courses offer arange of development opportunities that can help in the short term but theydont sustain change. Coaching is great for personal development but does not provide the collective wisdom of a group, says TEC Head of Marketing, DianaTerrones

To really make an impact on your seniormanagement team, you should consider a continuous peer review program such asour KEY Executive program.

Senior staff members stand to gain the mostfrom being exposed to new technologies, strategies and operational methods thatthey can learn from their peers in different organisations. The ROI for thebusiness is clear and key staff will be grateful that their skills are beingchallenged and kept up to date and relevant.

Businesses that want to thrive need to lookafter the people who understand and care about the organization. The senior managementteam can create success or failure and investing in their leadership skillswill reap the best rewards.

Find out more or register for an up-comingevent HERE.

Contacts

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