

APRIL 2022

THE LEADING APPROACH

This month: Featured articles

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Welcome

Welcome to The Leading Approach, published by 1LEAD. I would like to welcome you to what I hope will help in adding value to you and your organization. I will be publishing one issue each month. This publication is dedicated to helping provide growth in your personal and professional life. This month I will focus on the Transformation trip to the Dominican Republic. If you are interested in more from 1LEAD please visit the website: 1LeadConsulting.com.

Thank You

Jason McFatt

Endangered Employees



Employees are leaving the organization in a pattern not seen in years. Why are these employees leaving? How do you keep those employees that are value-added to the team? Can you develop employees to be highly valuable to the team?

In today's marketplace, we seek employees to fill the roles based on education or experience. But what about those employees that leave. Connection to the team is one reason people leave their positions. Your team was disconnected and not focused. Often team members leave answers to what is happening in the organization. An increase in pay or benefits will not always keep an employee around. It is difficult to understand your team if you are not speaking with them. And there have been numerous studies, some that are currently occurring, to truly understand why employees are leaving jobs. These studies give different lists of top reasons people leave, from pay, benefits, leadership, opportunities, and lack of motivation. And though the studies provide information, they may not be why people leave your team. Often, employees are not spoken with when they leave an organization or bypass that option because someone "knows" why they are going. They have heard rumors on reasons but do not seek proper understanding. HR will ask a simple question and not seek knowledge of the answer. It is time to understand the reasons for employee loss. It is time to seek the next level of understanding to keep and find the exceptional team that all business seeks.



Let's look at a common reason most employees have listed from the studies conducted.

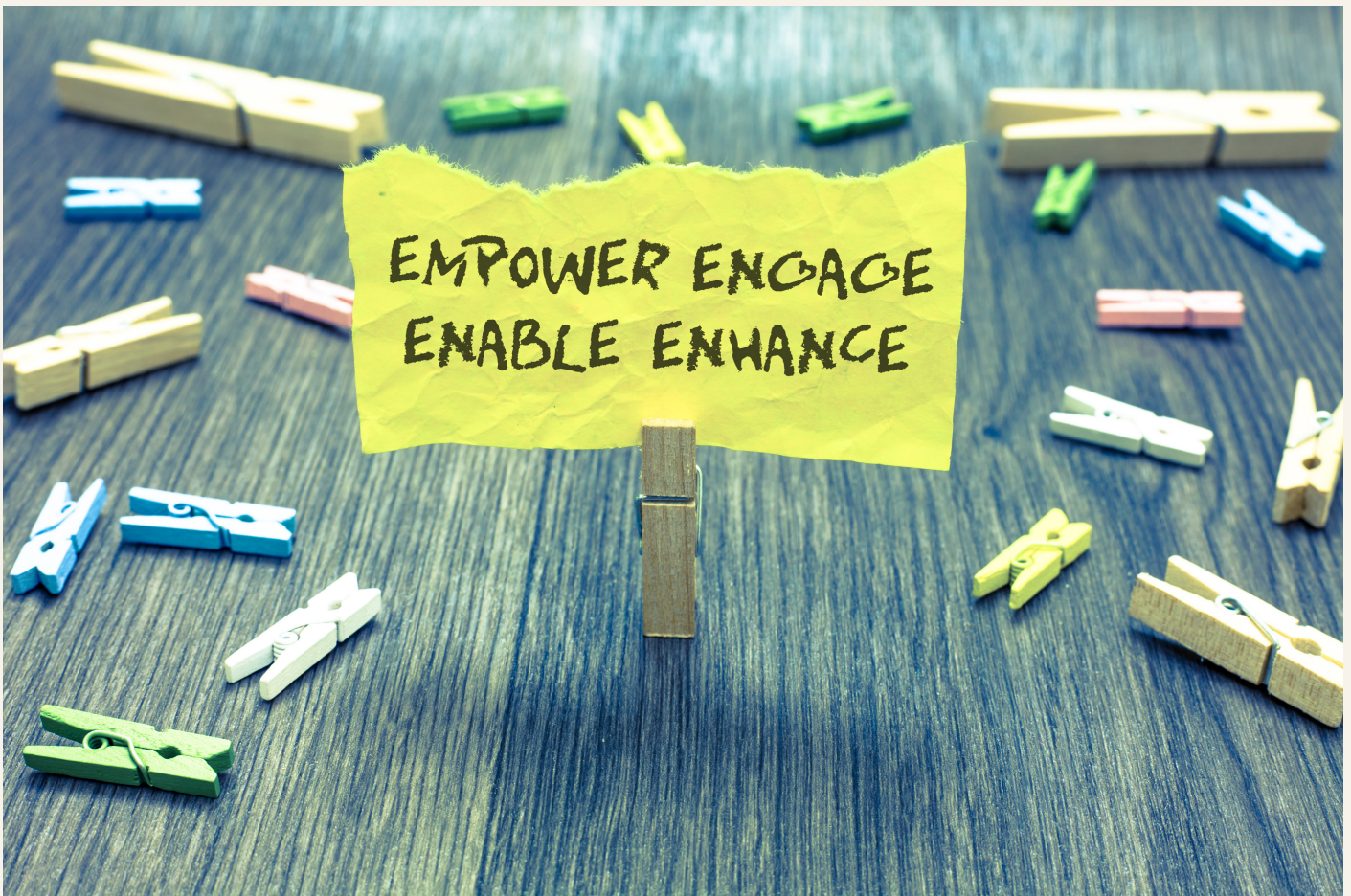
1. "Lack of engagement" - Employees do not feel they are part of the organization. They have not been told or shown that they are valuable. It is not a request for more money but an opportunity to reach and build a connection with the employees. Struggling with relationships is often shared due to the leader's inability to make a connection. Organizational leaders spend the day in an office without meeting with the team.
2. "Employee development" - How often have you spent time saying we want to train the team to do new tasks, get experience, or receive advanced training. Then by mid-year, employee development is placed on the back burner. Businesses spend months waiting for a time later in the year and then ignore a way to keep the employees involved. Training provides opportunities for employees to connect and builds new experience that allows for increased connection and growth. The experience leads to better involvement and stronger teams, no matter the training.
3. "Silo Creation" - Creation of groups that ignore the entire team. Each "silo" created forces employee's exclusion from the conversation. It makes an exclusive area and prevents all from being valued for their input and knowledge. Experts in the subject are great. However, it does not allow for inclusion and experience growth. The entire team needs to guess and is subject to discussion they are not participants.



Endangered Employees



The concepts listed are often lost in the big picture of employee retention. We often focus on the benefits and the pay scale. They overwhelm the hiring groups, and other items get lost. My challenge to you is that you look at the complete picture for lost high-value employees and seek to understand the valid reason for the employees becoming endangered.



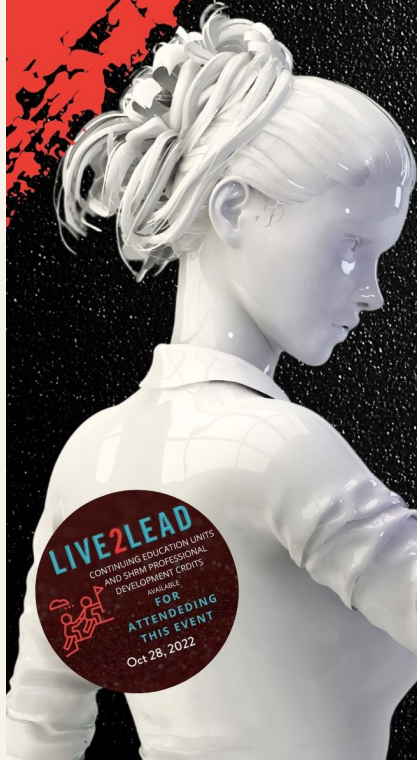
LIVE2LEAD

Start Your Leadership Journey

LIVE2LEAD

Live 2 Lead is a world-class leadership experience packed into a one-day format, full of rich content, key takeaways, and easy-to-implement action plans

Leadership is about growth, it is often stated that leaders that stop learning to stop growing. With the multiple changes affecting the world today, now is the time to reinvest in your leadership growth. This event is designed to give you the fuel to continue showing up since you are needed now more than ever. It helps you develop your professional and personal growth. And equips you with resources to help focus on what is needed to apply right away to keep your team moving forward.



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The Leading Approach

Quote of the Month: by John C Maxwell

"A word of encouragement from a leader can inspire a person to reach their potential."



Contact 1LEAD

1LEAD specializes in providing leadership and personal growth for your organization. To contact:

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"Adding Value to people of Value"