

TMP GOVERNMENT'S TOP RETENTION STRATEGIES

According to a Harvard Business Review study, a 5 percent increase in retention efforts will garner you a 10 percent decrease in costs and a 25 to 65 percent increase in productivity. It's a simple equation — losing valued employees will affect your organization. The proof is in the numbers, and these strategies can help you keep your retention numbers right where you want them.

Applicant View

Assess your employment process through the eyes of an applicant to pinpoint what's working well and where your organization could benefit from training and improvement.

New Hire Interviews

This is a way to immediately capture pertinent data that will help you to recruit better and determine the expectations of those just hired for greater retention success.

Incremental Interviews

Many jobs have a tenure threshold. You can interview employees over time to identify disengagement trends and measure your employer promise against the employee's reality.

Exit Interviews

Determine why people leave and discover what you can do to increase retention success.

Polling

Gain useful data on a variety of situations and initiatives within your organization for ensuring greater retention.

Onboarding Communications

Develop traditional and digital on-boarding communications that align with your brand and support your retention initiatives from day one.

New Hire Kits

Start your retention efforts by giving new hires a clear understanding of your programs and processes by developing integrated communications materials.

Internal Communications

Communicate well with employees to ensure consistency of your employer branding initiatives while keeping employees informed and involved.

Employee Portal

Increase job satisfaction by keeping in touch with employees and providing them the information they need and want.

Employee Referral Program

Build employee loyalty while attracting additional talented individuals through a hiring referral program that helps each employee participate in the recruiting process.

Career Pathing Tools

Develop electronic tools that allow employees to chart a course to where they want to head in their careers within your organization.

Mentoring Programs

Develop communications materials, traditional and digital, that support mentoring while offering an additional reason for individuals to stay, teach and learn.

Recognition Programs

Honoring employees for a job well done can increase retention while avoiding costly rehires. Develop a recognition program and communicate its key messages within a single location or across a worldwide enterprise.

Knowledge Transfer Programs

Knowledge transfer programs allow senior employees to leave a legacy while encouraging other employees to advance in their careers—all while ensuring job satisfaction and longevity. Develop the communications programs to make knowledge transfer a career-enhancing reality.

