

The Finish Line

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Happy Holidays



Curb 'Talent Slippage' in Your Organization

Develop Your Best Employees

What do your best employees want from their jobs? Most often, they want to keep on growing. When your focus fades on developing your best employees, their enthusiasm and commitment fade, too. Your best employees are top performers who value and seek growth, challenge, and advancement. They seek these rewards anywhere – either inside your company or someone else's. Talent slippage happens when your best and brightest walk out the door!



Reducing talent slippage in your employee ranks is rising in importance because replacing talented employees is becoming even more difficult. You already know that serious employee shortages are on the horizon as a result of massive workplace retirements (Baby Boomers) and insufficient numbers of qualified replacements (Generations X and Y).

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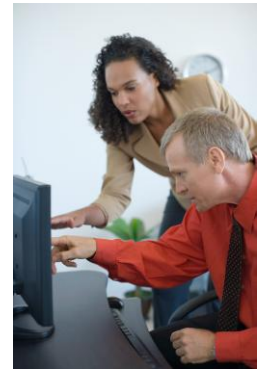
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Investing in Others as a Mentor

Are you ready, willing and able to mentor others? Are you emotionally and psychologically prepared to invest time and effort in helping another person? Do you have the time, skills and freedom to devote yourself to another person? If you answered “yes” to one or more of these questions, and you are ready to make a commitment, you may be ready to begin mentoring others.



To mentor is to change a life, if only in small ways. It can be applied to a variety of people, situations and purposes.

Mentoring can range from an impromptu, off-the-cuff intervention, to an intense long-term relationship.

More and more businesses and government organizations use mentoring as a tool for organizational growth and development, not just for career development. Mentoring is quickly becoming a valuable tool in preparing an organization for competitive challenges and succession planning. However, be aware that taking on a formal mentoring assignment may mean occasional inconveniences and less time for other duties. And, mentoring that causes you significant stress or loss in other areas of your life, should be weighed carefully before you make a commitment. Yet, if you are ready, the personal satisfaction may be well worth your time and effort.

If you have never been a mentor before but feel you are in a unique position and ready to become one, seek out people and resources to help you prepare for your new role.

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ONE MINUTE IDEAS

The US Census Bureau pinpoints Ten Principal reasons that Businesses Fail:

1. Inadequate or no management system
2. Lack of purpose, vision and mission
3. Poor planning, procedures, reporting and review processes
4. Over-dependence on specific individuals
5. Poor segmentation of markets and clients
6. Goals not established or not well-communicated
7. Lack of competitive and market intelligence
8. Inadequate set-up and working capital
9. Absence of quality programs
10. CEOs having great technical or professional skills, but insufficient business and management skills

The problems of this world cannot possibly be solved by skeptics or cynics whose horizons are limited by the obvious realities. We need men who can dream of things that never were.

John F. Kennedy

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However, this does not begin to address the larger challenge of replacing your best employees with new top talent who can carry on where they left off!



Is your organization at high risk for talent slippage? Take a moment to evaluate what your company is doing to develop and engage the interests of your most valuable employees. Here are four questions you can ask that will readily reveal where you need to focus:

1. Who are your best, and therefore your top performing, employees?

- Do you have a list for each department?
- If so, is that list kept current and regularly reviewed at the executive level?

2. What tools do you have in place to measure employee performance?

- Can you name what talents your jobs require for successful performance?
- How do you match employees to jobs to assure performance and satisfaction?

3. How are you developing your top performers?

- Where specifically do they need to develop in order to be more effective, productive and challenged?
- What plans are in place for their development, and do they have input to those plans?

4. How effectively are the above 3 answers working for you now in retaining your top performers, and what improvements need to be made - by when?

Experts in talent management conclude that finding and keeping top performing employees will rank as a major concern of business leaders throughout the next decade. Make a plan to curb talent slippage at your company. Focus on providing your best and brightest with the development they seek to become even better!

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As a mentor, you should be adding value to a person, enriching their quality of life and, expanding their life purpose and capabilities. As a mentor, you need to believe in the value of your work without worrying about returned favors. If you have, or can develop, a freely giving nature, you will likely mentor all through your life – probably without thinking much about it.

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In the middle of every difficulty lies opportunity. – Albert Einstein