



STAFF RETENTION IN CONSTRUCTION

Presented by
Charlie Kimmel, CEO-President
Kimmel & Associates




KIMMEL
& ASSOCIATES
SINCE 1981

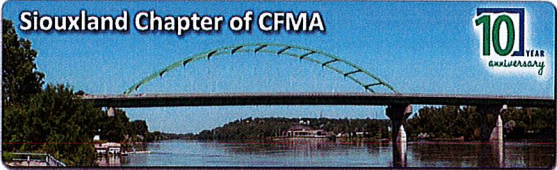


**CONSTRUCTION
FINANCIAL
MANAGEMENT
ASSOCIATION**


Siouxland Chapter of CFMA




101ST YEAR
ANNIVERSARY



1



What is this guy up to?



2

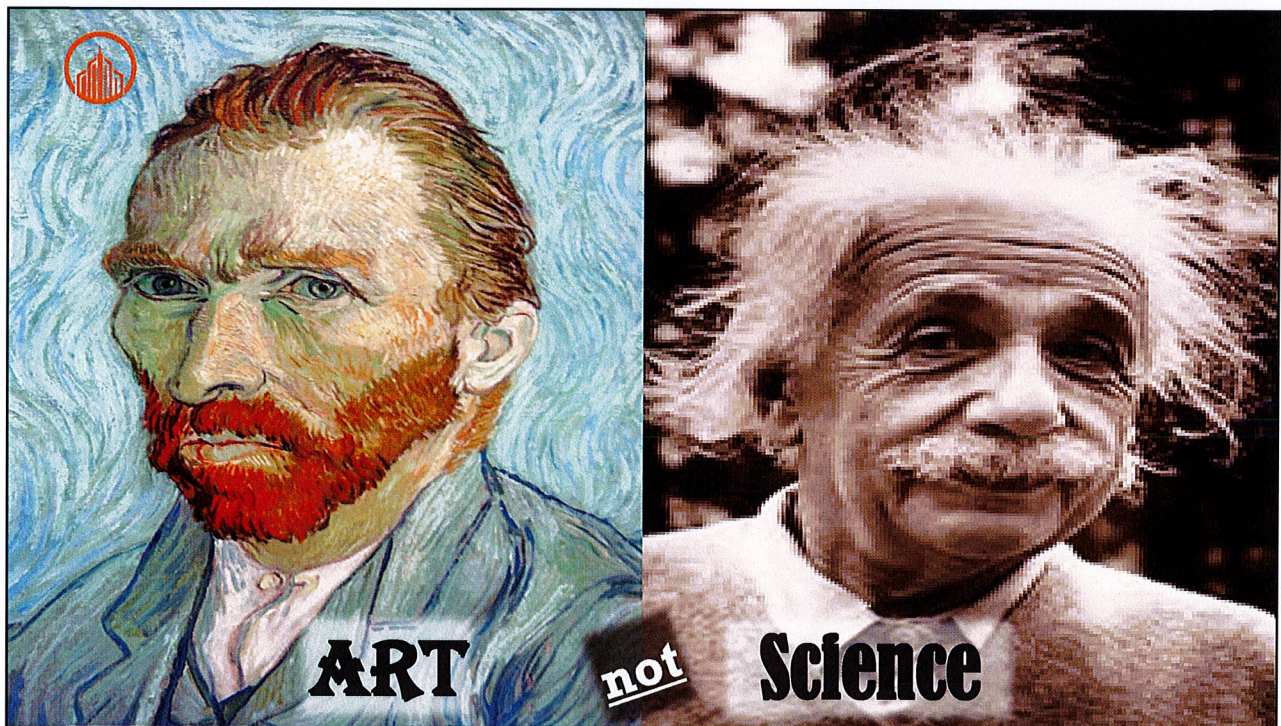


Our Unique Perspective


- Over 38 Years in the Making
- 950k Contacts
- 3,000 Connections per day
- Over 17,000 Placements
- We go to extraordinary lengths to find the best people in the world.





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It is NOT Money




"Money has never made man happy, nor will it, there is nothing in its nature to produce happiness."
- Benjamin Franklin

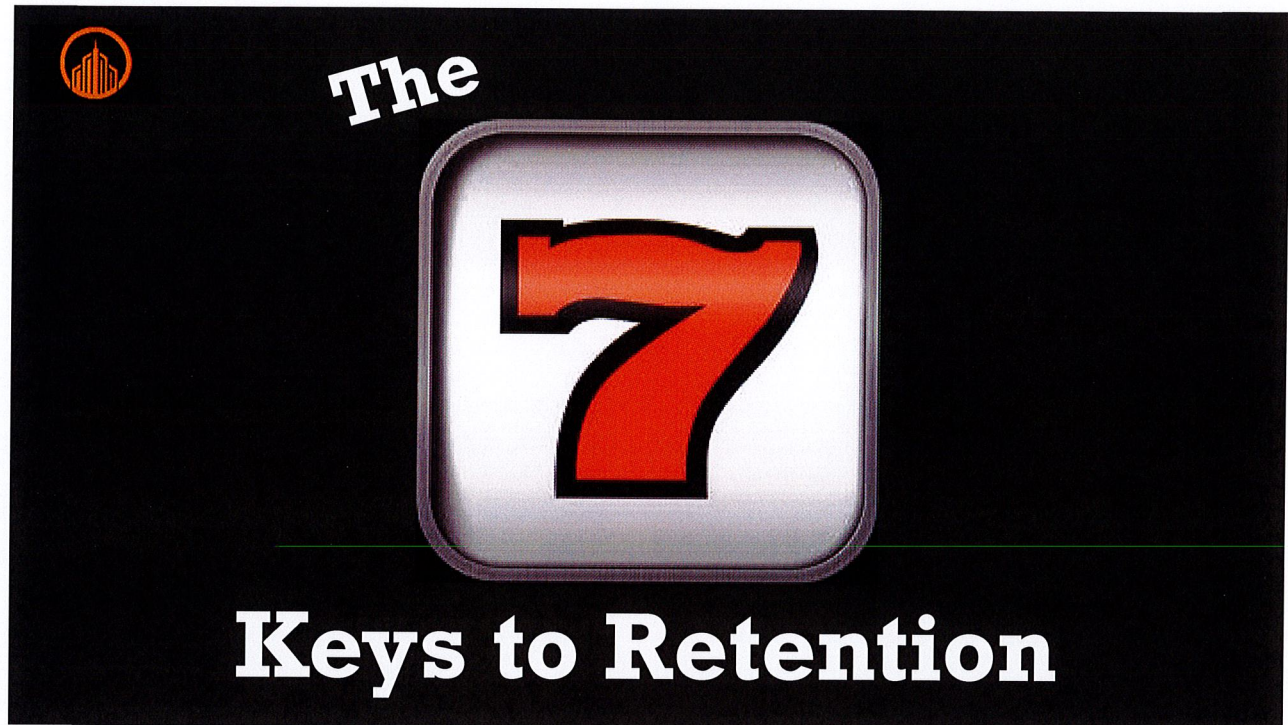
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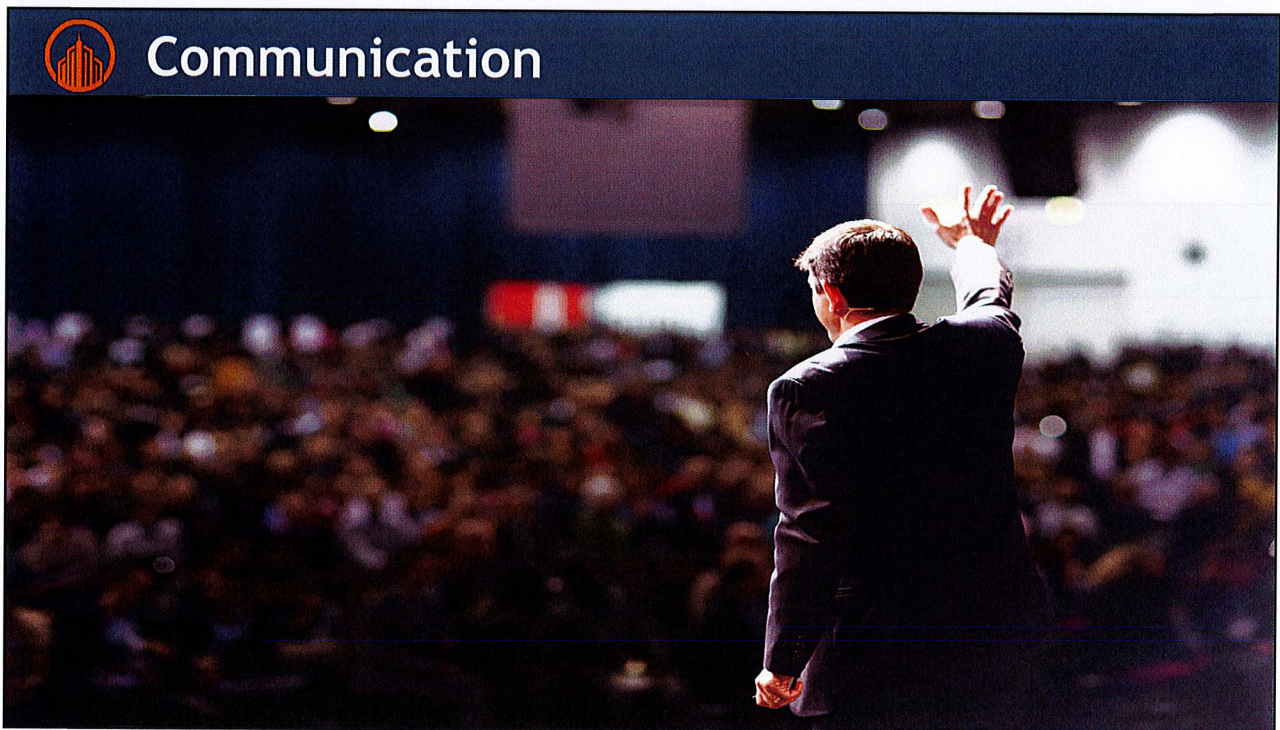
Retention Secret = 1 Thing



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Opportunity



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Family




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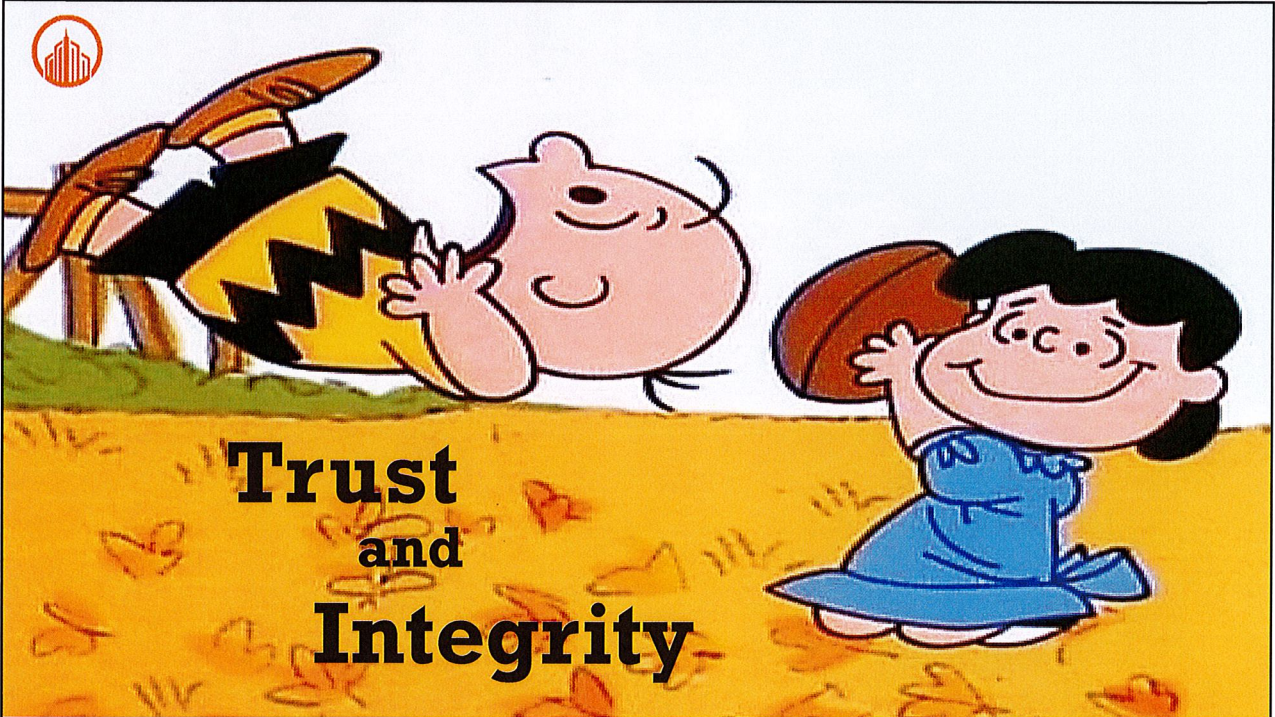

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•
Appreciation
•
Recognition
•
Value
•



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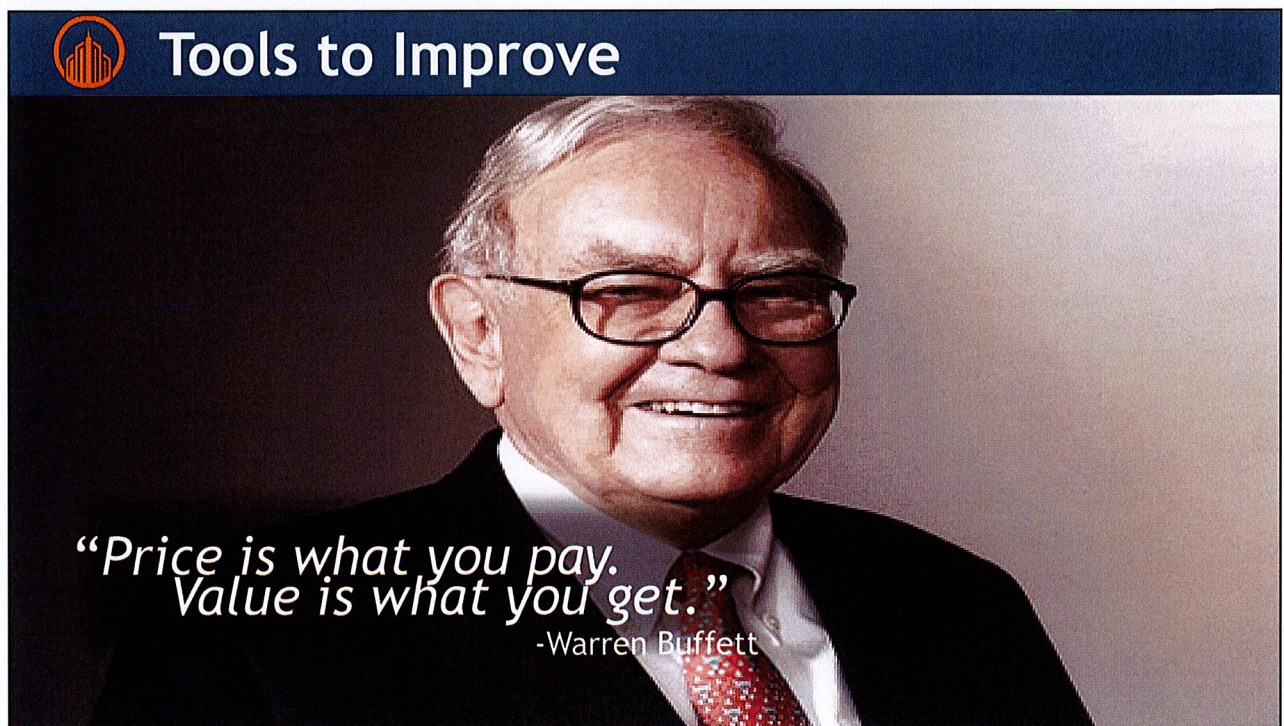


Trust
and
Integrity

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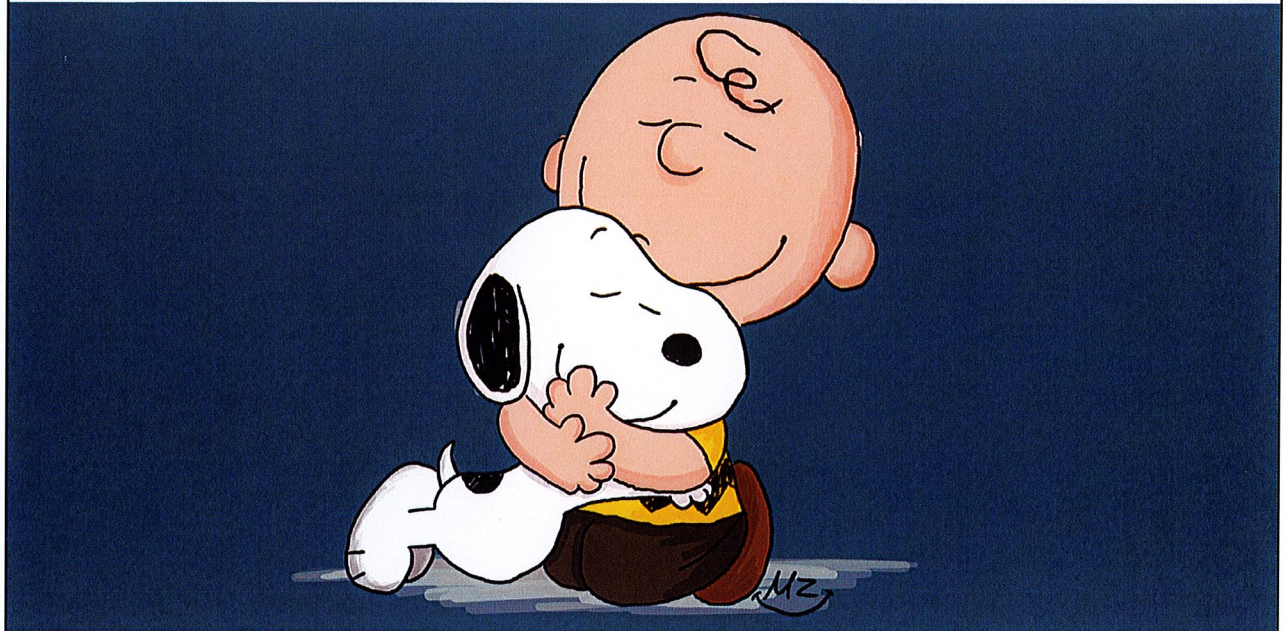
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Track Commitments - Keep Them



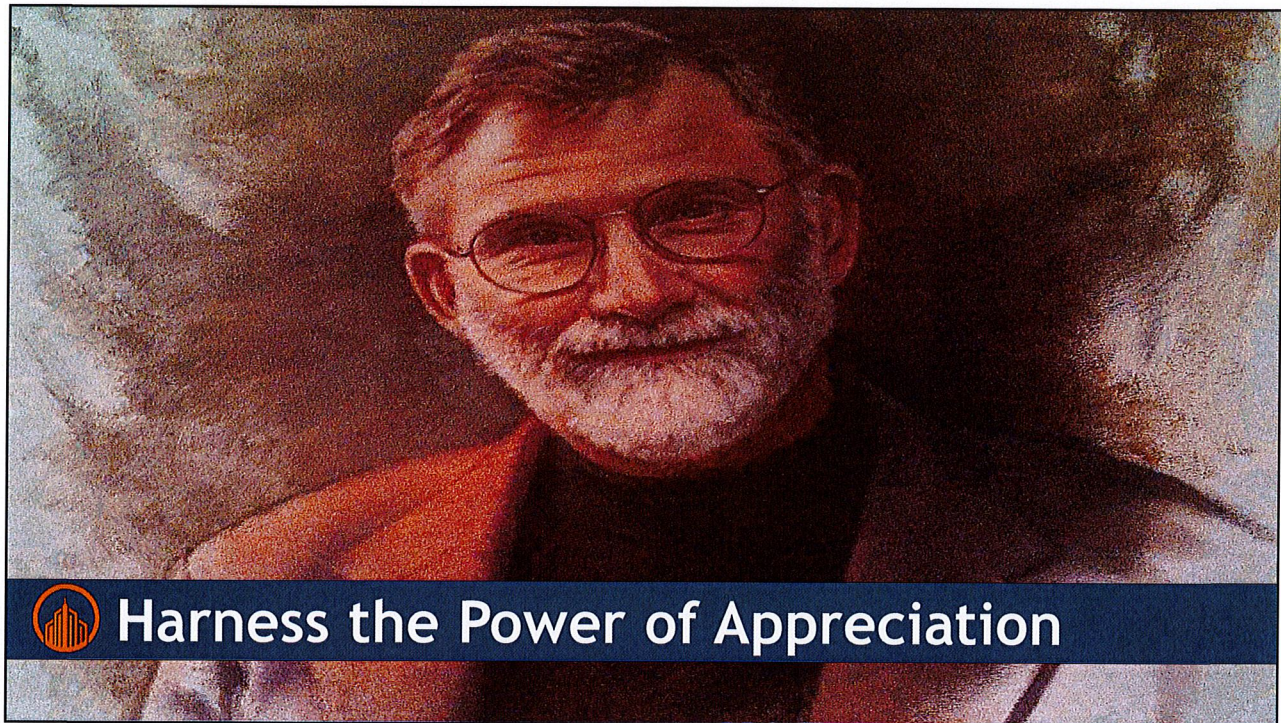
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Develop Career Plans



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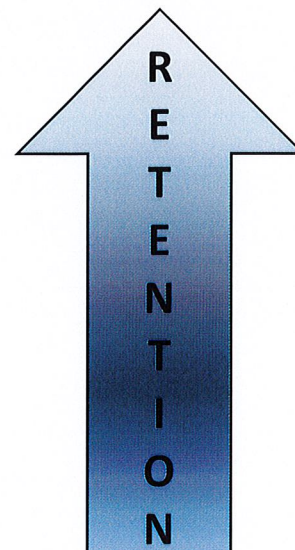
What Others Are Doing

Pick one and start today

- A phone call from the boss/manager.
- A "pat on the back."
- Annual or semi-annual reviews.
- Unexpected rewards (ex. Gift card to restaurant.)
- Public and/or monetary recognition of success.
- Company outings – hiking, skiing, cookouts, etc.
- Dinner with boss and spouse.
- Allow employees to evaluate boss.
- Hunting trips.
- Credit card for Saturday night family dinners.
- Company beach house trips.
- Days off for community service.
- Professional sports games/tickets.
- Golf Outings.
- President/Owner stopping by desk to say hello.
- Family parties.
- Always know how an associate is doing: provide feedback.
- Follow-through on bonuses and raises.
- Give credit where credit is due.
- Treat employees with respect by making them feel valued and needed.
- Do not put employees in bad or no-win situations.
- Truly get to know your employees on a personal level.
- Follow-through on promises.
- Timely communication.
- Show concern for them personally and for family matters.
- Give total trust.
- Do not micromanage.
- Respect on all levels, including: clients, vendors, and partners.

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We Practice What We Have Learned

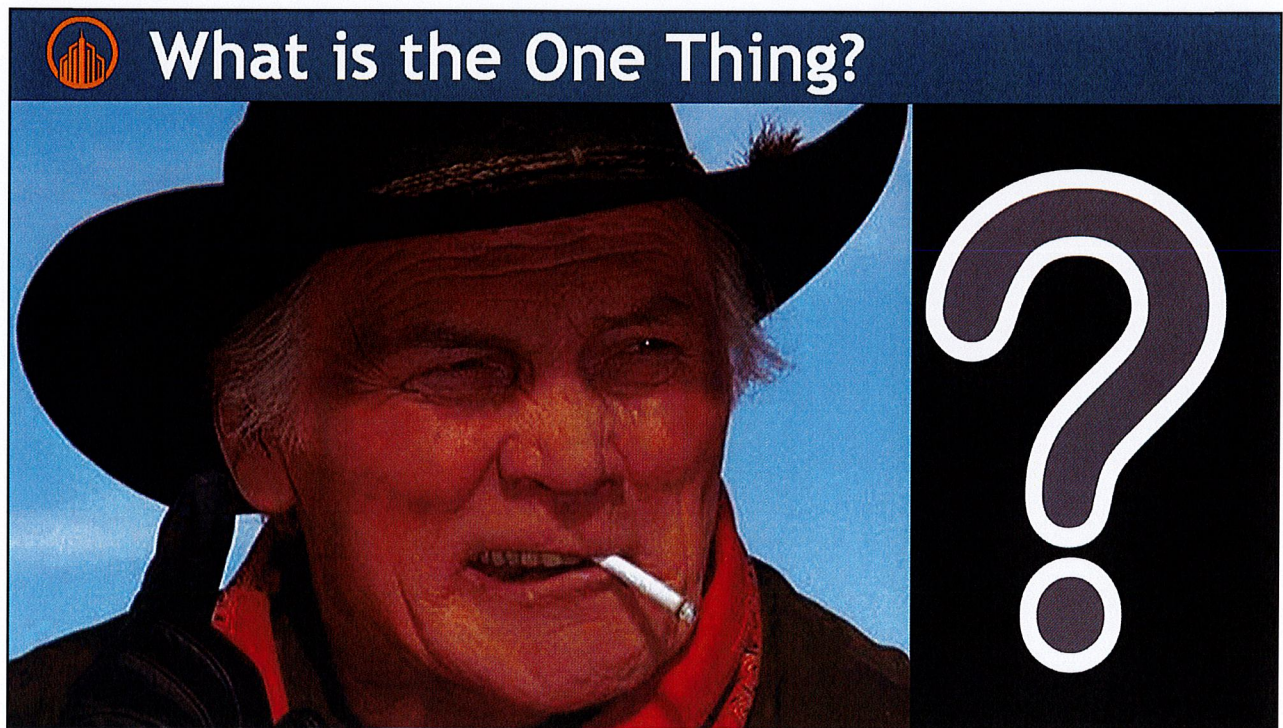


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Kimmel & Associates Retention

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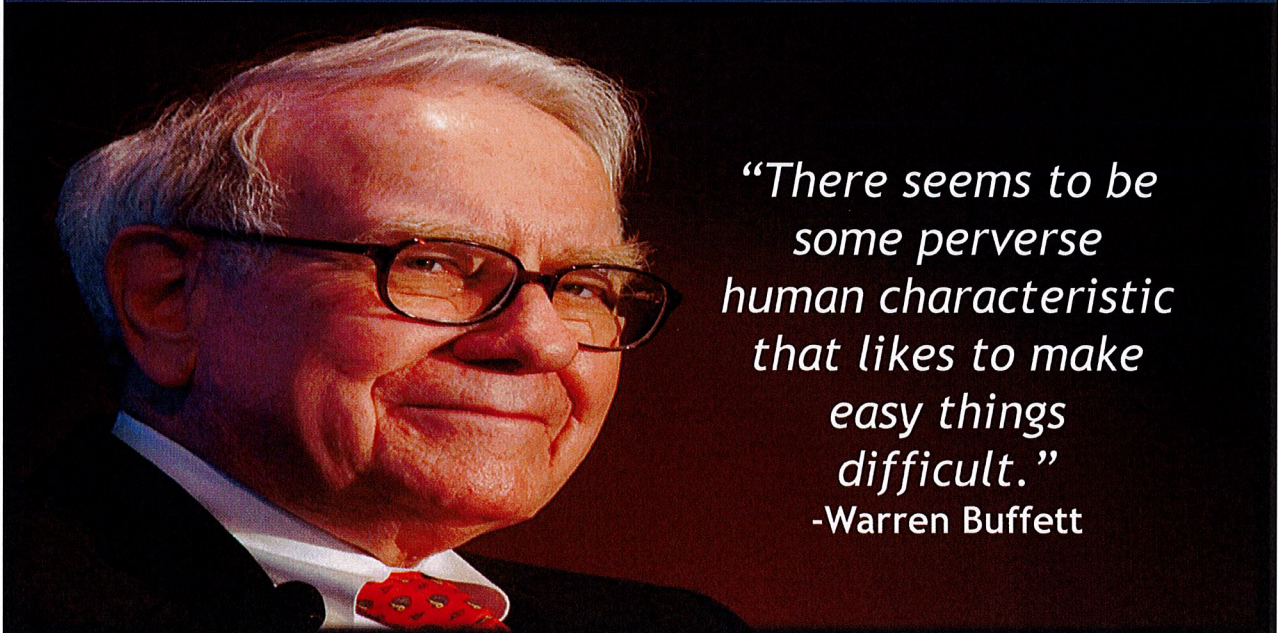
1 Thing = Feel Special



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Simple - Start Today



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