

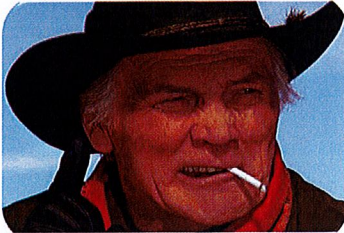
# Staff Retention in Construction Employment

Our Unique Perspective

Presented by Kimmel & Associates  
March 20, 2019

## CALL TO ACTION

### RETENTION SECRET ?



1 THING



### TO FEEL SPECIAL








**The 7** **COMMUNICATION**  
**OPPORTUNITY**  
**FAMILY & QUALITY OF LIFE**  
**CULTURE OF FELLOWSHIP**  
**CHALLENGING WORK**  
**APPRECIATION, RECOGNITION & VALUE**  
**TRUST AND INTEGRITY**

Keys to Retention

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

**Benjamin Franklin**

## Little Things to Increase Retention

<p><b>Create Fellowship Have Fun Together</b></p>  <p>Hikes, Skiing, Company Picnics, Running Clubs, Softball/Basketball Teams.</p> <p>Invite the whole family.</p> <p>Quarterly leave work for an afternoon to have fun: Movies, Group Lunches, Festivals.</p> <p>Start a Book Club: professional, fun, general education.</p> <p>Weekly or Monthly Meeting of the entire company.</p>	<p><b>Track Commitments</b></p>  <p><i>"Promises are like crying babies in the theater, they should be carried out at once."</i> Norman Vincent Peale</p> <p>Write every commitment down and keep an ongoing list.</p>	<p><b>Engage the Family</b></p>  <p>Engage family members at any opportunity.</p> <p>Send cards, gifts, or flowers for Birthdays, Graduations, Weddings, Illness, Births, and Funerals.</p> <p>Have a party yearly for the employees' kids.</p> <p>Make sure to include spouses at all company events.</p>	<p><b>Develop Career Plans</b></p>  <p>Opportunity to communicate with employees.</p> <p>Be honest. Be consistent. Be thorough.</p> <p>Set a review schedule for all associates: annually, quarterly, etc.</p> <p>Develop 3 – 5 – 10 year career plans.</p>	<p><b>The Power of Appreciation</b></p>  <p>Owners/Managers develop an Employee Maintenance &amp; Appreciation Schedule to recognize the associates monthly, quarterly, etc.</p> <p>How? Lunch, Gift Card to Movies, Hand written thank you notes, or anything that shows you know they are there and you appreciate them.</p>
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# Straight From the Industry...

\*Tips are derived from the actual responses of candidates when asked "why do you stay?"

*"There seems to be some perverse human characteristic that likes to make easy things difficult."*  
Warren Buffett

## Action Tips

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.

## Expressional Tips

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.

## Program Development Tips

### Fitness or Wellness Program:

Create a program where the main goal is to increase the level of health and fitness. Invite Wellness speakers quarterly to educate the company. Monthly Wellness Logs to track exercise.

### Errand Runner Program:

Create a program where an errand runner tackles tasks: picking up dry cleaning, dropping off car at shop, etc. Use this program as a thank you for effort and a time saver for those top performing associates.

### Meditation Room:

Designate an extra room or space for meditation or any other practice. Associates can take small breaks during the day to decompress.

### Runner's Club Program:

Create a 5k/10k/half-marathon event calendar for the year. Set goals for participation. Company can offer to pay for registration fees for one event per year.

### Goodwill Program:

Create an event calendar of volunteer opportunities where employees and their families can participate. For example: MANNA Food Banks, Soup Kitchens, other local charities, etc. This is also an excellent way of bringing together those employees who may have personality differences in the office.

### Happiness Group Program:

Create a Happiness Test Group of volunteers who take happiness tests quarterly or yearly. Tests are administered by a 3<sup>rd</sup> party. Scores are submitted anonymously and can be used as a measurement for company improvement. Happiness tips and suggestions can be given to help increase scores.

### Leadership Professional Development Program:

Goal of the program is to raise awareness of the importance of professionalism and to give every employee the opportunity to become a leader. Meet quarterly and offer in-house program choices for quarterly commitments such as: daily written plan and goals, attend workshops, book programs, etc.

### Bible/Spirituality Group:

Set up an in-house hour long weekly bible and/or spirituality study and extend an invitation to entire company. Company may choose to provide lunch as well.

### Creative Think Tank Program:

Set up yearly 30 to 60 minute meetings and invite those employees who wish to share their ideas and suggestions on how to make the company better. It is best to set up more than one Creative Think Tank meeting depending on the number of associates whom wish to participate as to not be overwhelmed.

### Selfless Act of the Quarter:

Quarterly recognize one employee who has exemplified extraordinary professionalism and leadership over the quarter. Coworkers submit nominations anonymously. Recognize the winner at a company meeting or function.

### Book Club Program:

Create different types of Book Clubs:

- Professional
- Philosophy
- Happy

Choose a book quarterly, biyearly, or yearly and invite employees to participate. Set up meetings to discuss the book and learn from one another.