



Rethinking Retention in Good Times and Bad: Breakthrough Ideas for Keeping Your Best Workers

Richard P. Finnegan

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How do organizations keep the workers they want? Until now, employee retention strategies have been based on instincts rather than research. With no firm body of knowledge to use as a guide, employee turnover has been a problem for all organizations. This book is the first to offer a top-to-bottom, organization-wide retention action plan. Many organizations lose employees and profits because they don't know which processes to put into place to cut employee turnover. They speak of building retention cultures but don't know who should do what and when. This hands-on tactical guide gives those answers, providing specific strategies and tactics backed by the author's own research and on-site experience. It is essential reading for all types of organizations—large or small, public or private, with high concentrations of low-skilled or high skilled workers, and across multiple industries. Also addressed is how to retain your high-performing workers in slow economic times. If you are losing workers you want to keep, this book will tell you how to put retention solutions in place across Read this book with a pen in your hand. Circle ideas you like, strike through those you don't, and make notes as to how you can apply these tactics in your company. Then pass it on to a colleague and ask her to do the same. Stir up your company's thinking on employee retention so progress happens, fast. —From the Introduction, *Rethinking Retention in Good Times and Bad*.

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