

Effective Leadership That Keeps Your Employees Wanting To Work For You

In this ever-changing business world, it is harder and harder to keep this young, marketable workforce stable and content. Many employers find that they must keep a folder of resumes on hand because of constant turnover, regardless if the cause is an employee transferring to a different department or leaving for another job. Some employers are finding that even the replacements are leaving too frequently.

The nature of this fast-paced workplace is sometimes unpredictable. However, there are several things that you can do to help ensure that your staff stays rather than leaves for other pursuits, which establishes predictability and stability for the company and more importantly, for your clients.

Listen to your employees and take their ideas seriously:

“One quality of a good leader is the ability to listen effectively,” says Peter Handal, the president and CEO of Dale Carnegie. Your employees have valuable input and ideas. Listen to what they are saying and take it into consideration. One of them might have a way to increase productivity while minimizing cost. Regardless of the actual monetary value of the idea in regards to the company, let the employee know that you appreciate the input.

Keep your word:

Another way to be a good boss is to keep your word. Employees will be more willing to do what you ask if you are trustworthy. This creates trust and your employees will see you as a person of integrity. Employers that are trusted for their decision making abilities tend to keep the same employees because those people feel that an honest boss will go to bat for his employees.

Create a safe environment that builds trust:

Trust in the workplace is crucial and it is built by creating an open, safe environment. Not only will your employees feel secure, they will also feel that they can talk to you about concerns and frustrations they are experiencing. If one employee is feeling a certain way, chances are that others are too. This opens up a great opportunity for you to make the decisions needed to keep your employees content. It shows your employees that you care about their work experience and it shows them that you can be trusted.

Set goals with your staff:

Employers with effective leadership styles enjoy success when they communicate often with their staff. This communication should set the manageable goals for the team and they should be specific to each person and what is being asked of them.

Lead with confidence:

Restating your vision periodically will help give ownership to employees. When you feel passionately about what you are doing, you show your employees that you are a confident, capable leader. Be assertive when speaking your opinion and when voicing your concerns. This will encourage your employees to take ownership of their work and that will help you to hold onto them longer. When they believe in your vision, they are much more likely to stay.

Give honest praise often:

Effective leaders give recognition and praise. Let your team know that you see what they are doing. People like to be recognized for their efforts. It makes them feel appreciated and it helps them to realize that they are valuable and making a difference.

Incorporating these simple techniques can be a huge turning point for you in the battle to keep you employees. They are free and even just combining a couple of them with your leadership style will give you the edge over many other companies. The majority of your employees will appreciate this and they will not want to risk working for someone else.

About the Author

[Dale Carnegie Training](http://www.dalecarnegie.com) (www.dalecarnegie.com) is a global management training company with experts in corporate management, workplace issues and leadership trends. The company provides leadership, sales and management training to over 400 of the Fortune 500 companies, training over 7 million adults in over 75 countries worldwide.

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