

Maintaining Your Key People

Retention in a declining economy

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Boar's Head Provisions

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Competition will be fierce

The Combination of retiring skilled workers, offshoring and a greater than ever need for production efficiencies will result in fierce competition for the best and brightest workers

Ask yourself, “What are you doing to attract and retain these people?” How is it working? What can we do better?

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How do we start?

- Start with your recruiting and selection process
- Hire people who fit in your culture
- Spend time & resources to develop a process that will be able to yield the desired results
- Use technology and third party assessment tools
- Emphasis the human touch
- Stress the orientation or on-boarding process

One size does not fit all

You may need to customize your recruitment and selection process for the different type of employees you need. White collar, technical, professional, skilled trades, clerical, supervisory, production, etc.

They need to have a constant theme however, that is the values, culture and mission of the organization.



Recruiting and Selection

- Recruit from multiple sources, but emphasize networking and word of mouth, especially from your best employees
- Be prepared to “grow your own” employees by hiring high school and college graduates and providing training, coaching and mentoring.
- Use selection and assessment tools such as Wonderlic, Profiles, etc. for critical positions.
- Have a good screening process, ie drug screens, background checks, criminal history, references.

The Hiring and Orientation Process

- Don't stop communicating after the offer is accepted!
- Don't assume your managers and supervisors are good trainers and mentors.
- Set up a system for orientation and OJT that includes regular communication and feedback.
- Use experienced employees as mentors and coaches, not necessarily supervisors
- Reinforce your Company's brand, mission statement, culture and values regularly.

Retaining Employees

- Provide development and growth opportunities, (they do not always need to be vertical promotions)
- Involve the employee in decision making as much as possible
- Resist the temptation to reduce employee benefits as a cost savings measure.
- Provide leadership and be accountable-do what you say you will do!
- Get involved in the community, provide opportunities for the employee to feel proud of the Company.
- Involve the family.