

“ASK ROPELLA - THE HEAD HUNTER”

Question:

How can I keep my employees happy and improve job retention?

Answer:

Thanks for the great question. Becoming a good boss takes hard work. The effort invested is much less costly than a chronic turnover problem.

Here are a few management tips:

- **Communicate;** in addition to communicating company information, it's critical that you clearly communicate employee job duties and performance expectations. Listening to your employees' wants, needs, and suggestions is equally important.
- **Trust and Respect;** you have to earn trust and respect, the best way to accomplish that is to show trust and respect to your employees



- **Make yourself un-replaceable;** don't limit yourself to your job description; always offer to help out in other areas when needed. Going above and beyond your duties can really pay off in the value your boss places in you as an employee.

- **Care;** it's essential to support and value your staff as people. The work/life balance is difficult under the best of circumstances, but when an employee is dealing with personal situations they need to know you are an ally.
- **Reach out;** share ideas with other managers and employees alike.

Question:

What can I do to advance my career and really stand out to my boss?

Answer:

Another terrific question, follow these tips and you'll stand out against your peers.

- **Set goals;** talk to your boss about your ambitions and create a feasible a plan.
- **Get involved;** take an interest in the industry you're in. Take classes, attend industry events, and build solid professional relationships with your colleagues.



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