

# CREATING AN EXPERIENCE PEOPLE DON'T WANT TO LEAVE

How are you engaging great employees to stay with your organisation?



Attract me

- Others recommended the organisation
- Reward employee referrals
- A great recruitment experience



Energise me

- Energised from job acceptance to day 1
- Shared the vision and values
- Have a pre start buddy



Get me started

- Clear expectations of me/my team
- A warm welcome from the team
- New employee support pack



Guide me

- How to use technology
- Manage data
- Understand health and safety



Support me

- Back me up when I need support
- Support to manage workload
- Flexible and caring - empathy



Keep me safe

- Wellbeing programme
- Where to go if I feel unsafe
- Resiliency coaching and training

We need to attract and keep great people.

Are you taking a planned and consistent approach to the employee experience?



Inspire me

- A clear vision and values
- Meaningful work and great culture
- Authentic and brave leadership



Challenge me

- Stretch me - tailored development
- See my potential - help me get there
- Share the latest thinking/research



Appreciate me

- Say thank you
- Remember the little things
- Keep me informed - trust me



Listen to me

- Time to talk and share
- Value my ideas
- Listen to what is not said too



Connect me

- The tools to work together
- Skills/resources for teamwork
- Reward teamwork



Remember me

- Keep in touch
- Enable me to support the organisation
- Support 'boomerangs'

For help in creating communication practices for a great employee experience and engagement, contact [hello@fit2communicate](mailto:hello@fit2communicate)