Seven Ways to Keep Great Employees in Singapore

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Article published on May 31st 2012 | Marketing

In todayâ€™s increasingly competitive business environment, particularly in one such as Singaporeâ€™s, you might have to find better ways to keep talent. Sure, you can offer them great salary and benefits, but there are some things that you can do to make them stay, without costing you so much. In todayâ€™s lead generation business, where you have to rely on veterans to help you get much-needed B2B leads, you really have to encourage your employees stay, and there are less costly ways to do it. You just need to take note of these, put them in practice, and you will see continuous generation of sales leads. When you find ways that work, don't hesitate to use them.

There are seven ways to do it:

1. Hire a great personality â€“ really, that is the most important step. Great employees stay if you hire great employees in the first place. Be sure that these employees can work well with others. Talented people that work alone may bring a negative impact on your company.

2. Positive thinkers are great assets â€“ to be honest, being positive can be contagious. Having employees around that still think that things will be okay, and work towards that goal, will be a great asset for your firm. Besides, if they think that things will be fine, then they see no reason to leave you, right?

3. Find something to excite employees â€“ giving your employees a reason to be excited when they wake up in the morning is a good motivator for them. When they have that outlook, then they will keep working for you. They have a reason why they should stick with you, aside from the work.

4. Do not short-change your employees â€“ times are bad, that is the truth, but if you can avoid pushing your employees to work and giving them less that what they worked for, then you can avoid dealing with bad feelings. The thing here is that you should properly compensate them.

5. Guide your leaders â€“ when you have people under you that are leading others in the business, give them pointers on the destination. Then let them have the freedom to choose which path to take. Coach them on how to be better leaders, and you raise your chances of keeping them.

6. Keep moving onward â€“ some employees leave because they are bored with the job, or maybe they do not see any growth if they stay. Try to find opportunities for them to grow, give them new responsibilities and tasks, and you can add life to their work.

7. Add flexibility â€“ there are times that a little workplace flexibility can be a great motivator for employees. Think about it. There are really talented people that may need a little change in their work shifts because of personal issues. Or that need to be somewhere else but are fully capable of doing the needed work. Addressing these issues shows that you care, and gives them more reasons to stay with you.

These may seem to simple enough, to be honest, but these are proven ways to make your talent stay.

Article Source:

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Article Keywords:
lead generation, B2B leads, sales leads, business leads, telemarketing

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