

The 2023 Game Changer



Living Bridge
Consulting
Building relationships that work

If you could change ONE thing about your team to boost revenue growth and stay competitive in the evolving market, what would it be?

Now, I don't have a crystal ball to know your exact situation, but I'd put money on the bet that improving employee retention, especially of your top talent, would be it.

I'm confident in that bet because I know that the impacts of high turnover in the last few years have been staggering, for nearly every business. The Bureau of Labor Statistics found an average **voluntary** turnover rate in Oct 2022 of 2.8%, which is over 33% calculated annually! (up from 26.3% in 2017)

"When it comes to rare talent, "voluntary turnover" is simply a nice way of saying, "You just lost the future."" - [Gallup](#)



The costs of high turnover, lagging productivity, and half-hearted innovation are painfully clear. Hiring and training costs for replacements are just the beginning, followed by loss of productive management time, drooping team morale, and a hit to the company reputation in the eyes of both customers and desirable hires. Conservative estimates of total replacement costs range from 1.5 - 2.0 times a departing employee's salary. Numbers like that quickly make this a game-changing issue for any ambitious and growing business.

The writing on the wall is clear. This crippling cost will continue for every business that does not address the main issues causing their top talent to leave.

Luckily, a Gallup survey (2019) brought piercing clarity to this pressing issue, revealing that 52% of voluntarily departing employees say that their manager or organization could have done something to prevent them leaving. The answer has everything to do with how company leaders and managers connect with their team and set the stage for everyone to thrive and collaborate, creating big satisfying results for themselves and your company!

Want More Answers?

First, one more question:

What will you do to make 2023 the year that top talent starts talking about how great it is to work at your company?

Ok, here's the top 3 must do's to keep your team together and happy to be there.

Lead from within:

Skip the pep talks and inspiring speeches. Focus on understanding the individuals in your team. Ask the questions that invite them to tell you what makes them tick, what gives them ick, and what would change the game for **them** this year.

Exit Interviews: Getting it right (for your business)!

Collecting data about WHY people are leaving is essential, but what questions you ask, and how and when to ask them will affect what you get back. Is it best in person or through an anonymous online survey, before their last day or after they've been at their new job long enough to offer useful comparisons, etc.. There is no "right" answer here, but there are clear pros and cons of each approach to consider.

Create opportunities for collaboration:

Of the many important components that create a fulfilling, want-to-stick-around kind of experience for your best employees, there are 2 that stand out. Good relationships with



co-workers, and creating meaningful results with their effort. Though much meaning can be found in solo work, and relating with co-workers at the water cooler can be simple, the experience of co-creating something together that is bigger than any individual could do on their own both builds trust and connection as well as holds the opportunity for much more meaning and satisfaction.

The how...

"It is your road, and yours alone. Others may walk it with you, but none can walk it for you." -Rumi

If you've read this far it means you are a leader through at least your care and intent, and likely your direct role in whatever capacity you consistently lean into. You know that your journey in leadership is your road to walk, but the key of this Rumi cliché is that you need NOT walk alone. Maybe you sense that your team is not performing up to their potential, maybe you have witnessed the dips in morale when good people leave. Are you hungry for answers and for CHANGE? What will that take?

I choose to put these words out into the world as a way to make even the smallest of ripples toward the thriving future I dream of. I'm proud to be a Living Bridge for leaders looking to cross to the promised land of true team collaboration and vibrant culture.

What do you think, is there a chance some of this might move the needle for your team? Do you sense that a deeper exploration of how to apply this to your situation might bring welcome clarity? If so, book a free call with me and I guarantee you'll have a clear understanding and personalized strategy to apply to your business at the end of 45 minutes. My mission is to create a more collaborative world in which people thrive in their work together. My offer of this time to you is in service of that mission.

Time is valuable. So are good employees. So, to lay it out blunt, if these Living Bridge principles can keep even one of your employees around another year then that's good ROI for your 45 min. And, what if a mere 45 min with me turns into a tighter team that cranks out industry leading innovation in the fast paced, sink or swim market of 2023? Let's get talking.

Take action now to support yourself and your team in the new year. Book a free and confidential consultation now, and start the new year with new skills to lead your team into the future!



BOOK NOW