

For 'Best in the Business' Look No Further Than Your Own Employee Rolls

More than 5 times a day we receive requests from employers demanding " the best in the business", " the big hitter " , and " the big gun ". These hiring managers are looking for perhaps the "ideal" employee who may or may not be looking to join their organization. They do know that they need these "top performers" to join their organization (or they think they need them) to survive in this ever changing world of technology. We all have a different idea of what and who these "players" are and how they can affect business. Have you looked within your own staff and asked why your employees can't be "the best in the business"?

May we remind you that all employees need to feel important to a successful organization and that they are a "contributor" to the success of the organization. Do you value their input and suggestions? Or do they always fail to match up to your idea of success? In this day and age of self help seminars and training for Managers, Salespeople and Technical staff, what exactly are we spending precious company dollars on when it isn't applied or appreciated?

Perhaps we have created work environments to encourage our employees to work against each other rather than together and that each is fearful that their days are numbered should "the big hitter" join your organization. We didn't want to mention that all have fragile egos in this brutal business and why shouldn't they if they don't feel valued? Why not invest time in In-house training and mentoring of your employees and coach them to become "the big hitter" that your company needs?

Rather than creating a Human Resources department that only administers benefits, timesheets, vacation leave and time off (this indicates a commitment to employees by establishing an H.R. department) position a training program to mentor your employees. Even if the H.R. department doesn't conduct the actual training empower them to search for programs and those companies that can train in the areas that you are weakest or that need development. Make a commitment to your employees that you are willing to invest in their success and their future in the industry.

If we are to change the image and perception of "Job Hopper" we must begin with those employees that will benefit from encouragement and formal training. Investing in your employees will benefit the whole organization and in the very near future you might have "the best team in the business".