



**PERFORMABILITY**  
THE TALENT RETENTION SPECIALISTS

## **Loyal to my employer? Yeah right!**

71% of managers say they expect to be working somewhere else in two year's time.

Over half say they will be gone within a year.

These are the remarkable findings from responses by nearly a thousand managers in the recent PERFORMABILITY survey.

PERFORMABILITY Managing Director, Jayne Marsh says “these results confirm that skill shortages and a buoyant economy are putting talented people in the driving seat in the employment market”.

“The ironic thing” she adds “is that these people really want to develop their professional careers with their employer, but the system stands in their way. What works for the average employee doesn't work for them”.

Another scary statistic...”45% of respondents said that their company's appraisal and review method is ineffective. This level of disengagement and cynicism is shocking.” She adds.

Chris Miller, Chairman of PERFORMABILITY and the man credited with fixing Simplot Australia as its former CEO says that “Rarely do talented people leave a company for financial reasons. They get bored, they feel undervalued, they feel unable to express themselves professionally, they are unnecessarily stressed-out, they are not being developed or they work for an idiot. These are some of many avoidable reasons for losing your best people.”

PERFORMABILITY has created a program for top talent which they claim will keep them with their company and prepare them for career advancement. They have told us what they want says Miller “we have carefully structured this program to work. Bottom line impact is demonstrable.”

For more details of the PERFORMABILITY survey results and how PERFORMABILITY can help companies keep their best employees contact [Jayne@performability.com.au](mailto:Jayne@performability.com.au) .

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