

With all this talk of the war for talent, it often goes overlooked that organisations are best placed to look for employees among the employees it already has. In other words, if you can make sure you hang on to the ones you've already got, you're a step ahead.

How to do that is of course the age old question. Is it pay? Is it meaning? What is it employees need to have in order to stick around? According to a WSJ article today, it's coaching.

From the article:

A key differential between an employee who feels like a valuable part of a company and one who is disengaged is the quality of leadership in their workplace. Most engaged employees work for managers who spend a big chunk of their time helping their people succeed. Managers who focus on talent assign their employees to jobs that play to their strengths, make sure they have the resources they need to perform well, respect their opinions and push them to advance.

To source, screen and recruit a new employee is an expensive proposition. Getting managers to spend more time managing and thinking about the people they already have may not cost a dime, but can make all the impact in the world.

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