

## **10 WAYS TO KEEP TALENT THROUGH TOUGH TIMES**

1. How many top performers are enough? Mine for talent all the time, not just when talent leaves or changes jobs.
2. Let technology (the Internet) help you broaden your search for talent, pick the right people for your teams, and provide your employees with online training programs.
3. Show you value talent by treating employees fairly.
4. Provide mentors. Veteran employees can help young talent learn the culture.
5. Give top performers opportunities to develop. Providing additional training and responsibilities helps you see what they can do.
6. Reward your top performers to retain them. Rewards should be consistent with the value they provide.
7. Keep your door open. Maintain relationships even when people move on. You may meet them again.
8. Cross-train top performers so that you can move them around where needed.
9. Find ways to help your top performers understand themselves. This will help them manage change better.
10. Develop your own standards for top performance. Don't copy someone else's unless mediocrity is OK.

Source: Profiles International