

## Chapter 1 : 5 Employee Incentives That Actually Work

*Great Employees Only has 17 ratings and 2 reviews. Steve said: Gifted to me by a great friend who knew I would enjoy and benefit, this was a great book.*

Keeping them can often be even tougher. Currently, the median time an employee spends at a company is 4. Losing a good employee is hard, especially if you thought things were going well and it comes as a surprise. The employee-employer relationship can be a tricky one and hard to navigate. While employee turnover can often be frustrating and even a personal defeat, it always hurts your bottom line. Clearly, there is often a disconnect between managers and employees about what motivates an employee to leave. Losing employees is expensive and can often be prevented. Understanding the costs of employee departure to your company and the real reasons employees leave will help you prevent it. What is employee turnover really costing your company? When good employees leave it costs your company in many ways. From damage to morale if she was well-liked in the office, or lost skills as well as the investments you made in helping her acquire those skills, to clients and institutional knowledge there are many risks to your company when an employee leaves. Beyond the more intangible losses, it costs money to lose employees. These costs reflect the loss of productivity from the departure, the cost of finding a replacement, and the reduced productivity while the new employee gets up to speed. If you are a small business with multiple employees leaving each year these numbers can add up quickly and make a big dent in your budget. A company culture where employees are constantly leaving will inevitably lead to higher turnover. Keeping people at your company and keeping them happy there will encourage more people to stay. The trick is understanding how to do that. Why do good employees quit and how can you prevent it? In looking to prevent good employees from leaving it is important to understand why they quit in the first place. Luckily, many of these can be fixed. Good managers always make sure they have time to hear from an employee, they listen to what they say and they take action to improve problems when they arise. Good managers can teach their subordinates, they can help them grow, and they know that the success of the company ultimately depends on the success of its employees. Good managers are teachers and coaches, not bosses. You will earn the respect and loyalty you show your employees and they will work harder because of it. They will also stay at your company longer. Employees who are overworked are overwhelmed, unproductive, and unhappy. All things that will make them more likely to look elsewhere for work. On top of this, there is, according to Dr. For example, in many industries, 2-D barcode scanners and technology can ease the burden of repetitive, time-consuming work. Asset management and inventory tracking are time-consuming processes that can be sped up with the new technology. Less time spent on these tasks is more time spent on other more engaging and important work. This all adds up to happier employees. People want to be inspired and then receive the opportunities to act on that inspiration. Especially your best employees. You need to seek employee input and learn what they want to do and what skills they want to develop. Many employees may have ideas for new responsibilities and tasks they could take on if you ask them. At the end of the day, keeping good employees requires constant attention and care, kind of like running your business. You need to be attentive to employee needs and issues and you need to create an atmosphere of trust and respect. Here are some quick tips for how to keep them: Create opportunities for growth – Always make sure there are ways your employees can grow and can do work that inspires them.

*(Great) Employees Only: How Gifted Bosses Hire and De-Hire Their Way to Success [Dale Dauten] on [calendrierdelascience.com](http://calendrierdelascience.com) \*FREE\* shipping on qualifying offers. A mediocre employee in your group is more than one mediocre employee--he or she is a human multiplier-effect.*

Click to share on Pocket Opens in new window For most of , I was traveling around the country and occasionally abroad, attending conferences and sometimes giving speeches. It was a crazy, tumultuous year. The stock market was booming. Stories kept popping up saying that in this way or that, Silicon Valley was starting to look the way it did in and , right before the dotcom crash. Income inequality kept getting worse, and no one seemed to care. On the other side was an auditorium where start-up bros assembled in panels to talk about the new economy. My favorite was a year-old former IBM management consultant, a guy with a law degree and an MBA, who now had launched a company to sell sneakers online and thus had arrived dressed like a teenage skateboard kid: TechCrunch Disrupt encapsulated everything that had gone wrong with the new economyâ€”the bros and fake bros, the bullshit, the scammers, the hordes of people who wanted to cash in and get rich, by any means necessary. But two extraordinary things happened at this show. Case had been traveling around in a bus, holding pitch competitions, spraying money into those forgotten cities, hoping to spark local entrepreneurship and tap into idle workforces. Article continues after advertisement The second extraordinary thing I saw was a talk by Dan Teran, the CEO of a gig-economy start-up called Managed by Q, which provides cleaning crews for offices. Teran had defied the conventional wisdom of Silicon Valley by categorizing all of his workers as employees with full benefits, rather than forcing them to work as contractors. Teran was onstage with Oisín Hanrahan, the CEO of Handy, a rival cleaning company, which categorizes workers as contractors. They debatedâ€”politelyâ€”the relative merits of each approach. Teran was far more convincing. After the conference I tracked him down. Once I found Teran, I started finding others like him. It turns out that a quiet movement has been taking shape, led by people who see how things have gone wrong and believe that business might be the solution. Business could be a way to make money but also a way to transform society and lift people out of poverty. Each person I met introduced me to others, and so my journey into the world of work took an unexpected turn, and one that left me feeling uplifted and hopeful. They do a good job on the whole. Yet unfortunately the idea that a company might be good to its employees has become so unusual that some people do not even think it is possible. Recently at a party I was talking to a veteran tech CEO who has started and run several successful software companies. He asked me what I was working on, and when I told him I was writing a book about companies that treat workers well, he dismissed the idea as unrealistic: The venture capitalist investors would not allow it. For half a century, bankers and venture capitalists have been told that they are the only ones who matter, that companies exist solely to deliver the biggest possible return to them. In the second dotcom boom that doctrine has been pushed to new extremes by companies that have adopted a grow-at-all-costs, investors-take-all business model. It has been great for VCs and oligarchs, but everyone else gets shortchanged: For companies like Facebook, the users are the product. We exist only to be packaged up and sold to advertisers. COMMUNITIES should benefit when they are home to the headquarters of wealthy corporations, but instead communities get shortchanged as tech giants dodge taxes, finding ways to stash their enormous profits overseas in offshore accounts. They face bias, discrimination, and sexual harassment, along with vanishing benefits and a new compact that provides no security and turns jobs into gigs. The grow-at-all-costs business model makes employees miserable, and it does this almost by design. Some of the unicorn start-ups that have gone public in recent years seem less like companies than like investment vehicles, little wagons that venture capitalists slap together and roll down into the public markets, then fetch back loaded with gold. Unfortunately, these wobbly little wagons have a tendency to blow up. Zynga, maker of cheesy Facebook games, went public in , but within months its business went south. Zynga remains in business, but I suspect its best days are behind it. Doing otherwise would be irrational. Those were invented to serve this smash-and-grab business model. Recent academic research suggests that the way to build a truly successful companyâ€”one that outcompetes its rivals, turns a profit, and

remains in businessâ€™ is to treat your employees extremely well. In a study of low-cost retailers, Zeynep Ton, a professor at the MIT Sloan School of Management, found that the most successful companies were not the ones who cut labor costs to the bone. In her research, Ton found that the winning companies paid more than their rivals. They also overstaffed, hiring more people than they needed, so that they would create a little slack in the system. Once a year, Fortune magazine teams up with a research organization, Great Place to Work, to produce a list of the hundred best employers in the United States. Over the past 20 years a few companies have made the list every year. What common DNA do they share? These companies operate in very different industries, and for the most part they have little in common with one another, except for two things: Rather, this means paid sabbaticals, on-site child care, and reimbursement for college tuition. All of the legends extend health benefits to part-time workers. Some even provide part-timers with perks like paid time off for sick days, vacations, and holidays. Skip the Ping-Pong and the New Age guff about mission statements and culture codes, and give people things they actually value. Notably, most of the legends are not publicly traded. They are privately held or owned by employees. Also, most of the legends are old. Eight of the ten mentioned above were founded before The youngest, Cisco, was founded in Maybe some old-time virtues still make sense, even in the new economy. Great Place to Work has been sifting through its annual data to identify traits that consistently great companies share, and boiled it down to these: The organization now has branches in 58 countries and has a mission to help companies improve labor standards and workplace practices. There are lots of techniques and initiatives, but the short version is this: Heck, be great to people. Tech companies believe that their extreme version of shareholder capitalism will produce better returns. The companies are their laboratories. Workers are their lab rats. Whether they are correct remains to be seen. People no longer want to spend their whole lives working at the same company, and companies can no longer provide lifetime employment. Companies want more flexibility, an organization that draws more on a contingent workforce that can be dialed up or down as needs change. Why should anyone need to make a business case for following the Golden Rule? Are investors and business owners so far lost to humanity that the only way to get them to behave ethically and morally is to prove to them that this will make them a little bit richer? They pay employees more than they have to and provide great benefits. If that means the company makes a little less profit, the founder becomes a little less rich, and the investors receive a slightly smaller return, then so be it. Companies really can make the world a better place, just not in the way that Silicon Valley thinks of it. Tech moguls tend to think that changing the world and making the world a better place mean making an app that has millions of users or a company that generates billions of dollars in sales. If you employ ten people, and they all get health insurance and a decent wage and feel happy at workâ€™ then you just made the world a better place. If you pay taxes and help build schools and feed kids, you just made the world a better place.

**Chapter 3 : How To Host a Company Holiday Party Your Employees Want to Attend**

*An interview with Dale Dauten regarding his new book Great Employees Only and Dale's revolutionary method for promoting healthy turnover called de-hiring.*

Getty Images The difference between success and failure is a great team. When I first became an entrepreneur , in the spring of , I was a consultant. As Dave Kerpen Strategic Consulting , I could make my own hours, determine my own success, and avoid answering to a boss. But as a one-man business, I had limited potential to grow. It might be fun, or interesting, or exciting to be on your own, but a one-person business can only grow so much. Ultimately, that first business of mine failed. Twelve years, two companies, employees, and three times on the Inc. No matter how smart, talented, driven, or passionate you are, your success as an entrepreneur depends on your ability to build and inspire a team. A successful leader is one who can spur his or her team members to work well together toward a common vision and goals. I hate meetings, but I love short seven to minute huddles to align and motivate the team. One effective way to begin or end a huddle is by sharing a quote. Here are 15 quotes from well-known coaches, athletes, business leaders, and authors that will compel you and your team members to work well together: The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results. And the only way to do that is to overcome our need for invulnerability. Keeping together is progress. Working together is success. The strength of each member is the team. What is your favorite quote to inspire your team? Feb 12, More from Inc.

**Chapter 4 : Great Employees Only: How Gifted Bosses Hire and de-Hire Their Way to Success by Dale Da**

*So, give employees the freedom to do interesting work that not only drives your organization forward but also drives personal satisfaction, and you'll become the employer of choice for great people.*

Shutterstock Images Great employees are reliable, dependable, proactive, diligent, great leaders, and great followers. They possess a wide range of easily defined-;but hard-to-find-;qualities. A few hit the next level. Some employees are remarkable, possessing qualities that may not appear on performance appraisals but nonetheless make a major impact on performance. Here are eight qualities of remarkable employees: They ignore job descriptions. The smaller the company, the more important it is that employees can think on their feet, adapt quickly to shifting priorities, and do whatever it takes, regardless of role or position, to get things done. The best employees are often a little different: They seem slightly odd, but in a really good way. Unusual personalities shake things up, make work more fun, and transform a plain-vanilla group into a team with flair and flavor. But they know when to dial it back. An unusual personality is a lot of fun When a major challenge pops up or a situation gets stressful, the best employees stop expressing their individuality and fit seamlessly into the team. Remarkable employees know when to play and when to be serious; when to be irreverent and when to conform; and when to challenge and when to back off. Praise from a boss feels good. Praise from a peer feels awesome, especially when you look up to that person. Remarkable employees recognize the contributions of others, especially in group settings where the impact of their words is even greater. And they privately complain. We all want employees to bring issues forward, but some problems are better handled in private. Great employees often get more latitude to bring up controversial subjects in a group setting because their performance allows greater freedom. Remarkable employees come to you before or after a meeting to discuss a sensitive issue, knowing that bringing it up in a group setting could set off a firestorm. Some employees are hesitant to speak up in meetings. Some are even hesitant to speak up privately. An employee once asked me a question about potential layoffs. I thought it would help if they heard the answer from you. They like to prove others wrong. Self-motivation often springs from a desire to show that doubters are wrong. Education, intelligence, talent, and skill are important, but drive is critical. Remarkable employees are driven by something deeper and more personal than just the desire to do a good job. Some people are rarely satisfied I mean that in a good way and are constantly tinkering with something: Reworking a timeline, adjusting a process, tweaking a workflow. Great employees follow processes. Feb 21, Like this column?

## Chapter 5 : 3 Ways to Be a Good Employee - wikiHow

*The second boss, using the great employees only system, will have increased productivity by over percent, while putting in one-third fewer hours at the office." "Along the way, the great employees only leader will have encountered less resistance, made more friends, learned more, and had far more fun."*

We all want a capable, well-rounded staff for our companies. In order to push employees to do their best in every part of their job, organizations need to be proactive—creating opportunities for their team members to excel, and rewarding them for when they do. Here are five methods to keep employees motivated to do their best work. Hannah Witten of GoFanbase recently told me about a great way to encourage discussion and give all team members an equal opportunity to contribute. Employees propose a fully fleshed out idea with processes that would help improve the business, Witten says. Once an idea is voted in, the founder approves it. Not everyone thrives in a nine-to-five environment. For hourly workers, try replacing the structured work day with an agenda of tasks to accomplish within a set window, then leave it to employees to figure out how best to accomplish them. Try replacing the structured work day with an agenda of tasks to accomplish within a set window. Plenty of companies now offer on-site yoga , but you can go further than that. Why not try teaching your employees some fun dance moves? Encourage Creative Time Off Inspire your employees to try out some unique twists on using their paid time off. Dan Novaes of Nativ is an advocate of the unlimited vacation policies that are gaining steam in some quarters. He recently spoke to me about the creative freedom the approach encourages: Instead we offer a combination of flexibility and accountability. That requires being very clear about what responsibilities and expectations we have for employees who utilize our flexible PTO policy. Offer Equity But Not In The Way You Think Offering equity to exceptional employees is hardly a new concept, but many CEOs have found a way to put their own spin on it by offering equity that increases based on the valuation of the company. We offer an ownership percentage to our key employees, which is activated upon sale of the company. Consider what your five-year plan is for your company and implement accordingly. Lisa Song Sutton , J.

## Chapter 6 : Employees Quotes - BrainyQuote

*"A mediocre employee in your group is more than one mediocre employee—he or she is a human multiplier-effect, to the downside. If you have even one mediocre employee, you have announced to the world that mediocrity is okay by you, while conceding.*

## Chapter 7 : Employees Only - Dinner

*It's often true that a business is only as good as its employees. A successful business has a great product or service to sell, a sound financial base and, most importantly, a great team making it all happen.*

## Chapter 8 : Why Do Good Employees Quit and What is It Costing Your Company?

*Great Employees Only Following up on my Starbucks "Employees First" Philosophy post, I'm reminded of a worthwhile quote from a Starbucks human resources executive. Sheri Southern, Starbucks vice-president of partner resources, once said the company's staffing strategy is simply, " To have the right people hiring the right people.*

## Chapter 9 : Dale Dauten's books: Mandatory Greatness, (Great) Employees Only, The Gifted Boss, The M

*There is nothing more powerful than employees' passion and initiative to make customers happy to spark long-lasting word of mouth about your brand. Your company is truly only as great as the.*