

Keeping Who You Find *(Leadership--Retaining)*

1. Orientation: (a) to the organization, (b) to the system, (c) to the job, and (d) to the people. Have a manual, but do not lose “face to face.”
2. Have things ready for them to go.
3. Set them up for success: Make a good fit—interest, ability, personality, environment. Provide training (And remember learning styles)
4. Meet these three powerful needs:
 - **Connectedness:** Make them a “part of a part” as well as a “part of the whole.” Common cause, common respect.
 - **Uniqueness:** Recognize the unique attributes and abilities they bring to the organization.
 - **Meaningfulness:** They need to believe they are doing something that matters for an organization that is doing something that matters.
5. Use the “60 day window” wisely. Pay attention.
6. Supervise respectfully.
7. Check often for “fit.” Another area?
8. Evaluate respectfully. How can you help?
9. Give them the opportunity to anonymously evaluate the organization.

Reward. Catch them doing well and recognize them for it.