

## How to Hang on to Your Talent

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published on BNET.com 5/13/2008



An uncertain economy can wreak havoc on employees: Layoffs can leave remaining talent overworked and unmotivated; and even if workers aren't worried about layoffs or stock options, they could be waiting for the right time to make a move into a better opportunity. How do you get your most valuable employees to stick around? Check out these top five articles from the BNET Business Library.

### Create a Culture of Retention

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**Source:** Harvard Knowledgebase

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Without an effective employee retention program, labor shortages will be doubly painful when experienced employees give notice. That's why focusing on the personal aspirations of workers is essential. Here's a look at how companies like Pricewaterhouse Coopers and Quero are improving morale and boosting engagement by paying attention to what their employees want.

## Managing #Middlescence#

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**Source:** Harvard Business Review

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Burned out. Bottlenecked. Bored. That's the current lot of many midcareer employees — those 35 to 54 years of age. And if your company's like most, midcareer employees make up half your workforce. Neglect their discontent, and you risk losing valued performers who seek exciting work elsewhere. Reinvigorate and motivate these #middlescents# with these strategies from *Harvard Business Review*.

## Downsizing Survivors: Motivate the Employees Who Remain After Layoffs

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**Source:** New York Times Company

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When the dust settles after a painful downsizing period, hanging on to the survivors can be an unanticipated challenge. Increased responsibilities and lowered job security can take its toll on your remaining talent, leaving unexpected holes in important leadership positions. This article explains how to win back employee trust and keep operations running smoothly after a layoff.

## Pay Your Employees to Stay

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**Source:** Crain Communications

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An alternative to downsizing? Pay out bonuses. It seems counterintuitive, but giving stay bonuses to essential employees during an economic downturn can help your company more than ill-implemented layoffs. But they can also work against you. Here's what you need to know about the practice of shilling out bonuses to retain employees.

# How to Train Your Managers to Keep Your Talent

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**Source:** American City Business Journals

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Keeping employees happy isn't just about high salaries and cool perks. Employees want more from their managers: better coaching, more team-building, and a role in decision-making. This article explains how to prevent employee turnover by grooming your managers to be better leaders.

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