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REDUCING THE TURNOVER RATE OF YOUR PRECIOUS DIRECT CARE-GIVING STAFF **EFFECTIVE TRANSFORMATIONAL ACTIVITIES FOR YOUR ORGANIZATION TO CONSIDER**

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- Review your selection and hiring process to determine if you are **really** hiring the type of staff that will be able to make a commitment to the mission of your organization.
- If you don't have the luxury of hiring staff that are already committed to your mission, make sure that your organization has a process to provide a means to **inspire** new-hires to align themselves with the **values** and **deeds** that flow from your mission.
- Take a good honest look at how your front-line supervisors add or detract from developing a **committed** and **competent** workforce. The actions that produce good results in developing commitment and competence need to be incorporated into "best practice" programs so they won't get overlooked or lost. At the risk of stating the obvious, they need to be **used** in the professional development of existing and future front-line supervisors.
- Finally, the high correlation rate between the turnover rate of direct care-giving staff and the managerial and leadership skills of their respective supervisors is **indisputable**. Consequently, if you want to grow a stable workforce of direct care-givers that can align themselves with the values and deeds that flow from your organization's mission, institute learning programs for your front-line supervisors that will provide them with the skills to **hire, inspire, development and retain** the employees in your organization that touch the mission every time they work.

Your comments and feedback are welcome.