

Retaining talent: challenges and opportunities

| The challenge | What to do about it | |
|---|--|--------------------------|
| Employees feeling uninspired | Set clear goals and reward structures | <input type="checkbox"/> |
| Teams feeling out of the loop | Revisit your internal comms strategy | <input type="checkbox"/> |
| Frustration is felt across projects | Provide clear briefs, goals and expectations | <input type="checkbox"/> |
| Processes are long and monotonous | Introduce digital tools to streamline processes | <input type="checkbox"/> |
| Employees feel stuck and lack progression | Offer progression and senior roles internally before recruiting | <input type="checkbox"/> |
| Staff feel undervalued and underpaid | Hold quarterly or annual reviews | <input type="checkbox"/> |
| Junior employees aren't picking tasks up correctly | Buddy them up with senior team members | <input type="checkbox"/> |
| Nobody understands the company vision | Invest in and align your employer brand | <input type="checkbox"/> |
| Roles don't match what was communicated in the interviews | Improve your onboarding process | <input type="checkbox"/> |
| High turnover rate of new employees | Tighten and refine your recruitment criteria | <input type="checkbox"/> |
| Employees are suffering with burnout | Improve workplace culture and hold feedback sessions | <input type="checkbox"/> |
| Teams feel isolated from other areas of the company | Hold knowledge sharing sessions on a Friday morning | <input type="checkbox"/> |
| Motivation is lacking for some employees | Recognise and reward great work | <input type="checkbox"/> |
| The same issues are complained about | Ensure a member of the SMT is present at any complaint meetings and that clear action points are set | <input type="checkbox"/> |

