

The Keys to Talent Management: A Summary Talk

What are your problems feedback session?

- Lack of respect from “leaders”
- Supervisors don’t recognize and value unlicensed staff
- No comradery
- Good retention in the office, but not in the field
 - Offer \$10 gas cards for long distance home health assignment
 - Offer quarterly meetings and parties
- No relationship
 - Hold home care parties and quarterly meetings
- New employee not paired with someone
 - Assign to a trained mentor
- Staff members talk to each other about work issues
 - Hold meetings to address issues
- Not enough touch points
 - Hold performance meetings and make it personal (take to lunch example)
- Only communicate when there is an issue
 - Employee should never be surprised about getting written up or fired
- Understaffed, picking up extra shifts, but not appreciated
- The market pays unskilled labor more (e.g. Walmart pays \$15 per hour)
 - Benefits and sign on bonuses
- It is a candidate market
- People are leaving taking all the knowledge with them
- Cannot attract the right staff, it is hard to hire good people
 - Offer hiring bonus
 - Hire for culture and soft skills first
 - Build your Brand recognition
 - Understand what “good” looks like – should be in the job description
- Employers have ghosted people
- Healthcare was the #1 industry reporting ghosting according to a national survey.
- Onboarding time to hire length of time (3 weeks)
 - Check in constantly during the process
 - List in job opening the good, bad and ugly