

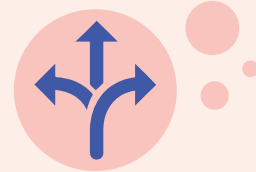
4 Tips for Managing Employees During the Great Reshuffle

Today's labor trends indicate that workers are continuing to quit their jobs at a high rate, generally leaving their positions for better opportunities. During this employment shift—coined the Great Reshuffle—crucial decision factors for employees seeking better jobs typically revolve around greater compensation or benefits, workplace flexibility, career development opportunities or the right culture fit.

In turn, the Great Reshuffle has created challenges for many employers. Here are some tips for managing employees during this time:

SUPPORT FLEXIBLE ARRANGEMENTS.

While most employees are now able to return to in-person work, many still desire flexible options. While remote or hybrid work is not feasible for every position or industry, employers should consider how to partner with employees to offer opportunities such as flexible work schedules or additional paid time off.



FOCUS ON WELL-BEING.

LinkedIn's recent Global Talent Trends report shows that 42% of employees want their respective employers to invest in their mental health and wellness. As such, offering mental health resources and wellness programs can help provide this support. Managers can also play a role in promoting mental health by frequently checking in with employees individually. Workplace cultures that promote health and well-being are often the ones workers on the move are interested in, so focusing on these initiatives may help attract and retain employees.



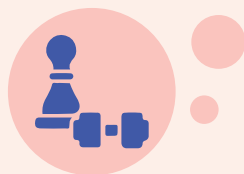
MAXIMIZE RECOGNITION.

Employers can consider formal reward programs (e.g., bonus payments) to show employees their work is appreciated. Certain forms of informal recognition, such as verbally praising an employee who went above and beyond or sending them a quick email of thanks may also prove valuable, potentially boosting retention.



LEVERAGE EMPLOYEES' STRENGTHS.

Managers can explore ways to harness employees' strengths rather than only working to improve their weaknesses. If an employee has knowledge in a certain area or possesses a unique skill set, these abilities should be utilized. Doing so can make employees feel like assets on their respective teams, increasing their desire to remain in their roles.



By applying various management strategies, employers can mitigate the effects of the Great Reshuffle and improve employee attraction and retention.

Contact us today for additional guidance.