

Having engaged employees — as well as a solid brand to attract new talent — is crucial. But it can be challenging to get the best out of your workforce, or how to make your company the employer of choice.

We see it as a big part of our role to share our know-how with you, and because we've been awarded a place in Britain's 100 Best Workplaces, we're keen to pass on some of our own best practices.

So each fortnight, we'll be sending you top tips on hiring, inspiring, developing, and thanking — just some of the criteria that Best Workplaces assessed us on — to help you fill resource gaps in your team, retain your best performers, and make your office a more attractive place to work.

Great Place to Work® research and recognise leading organisations in more than 45 countries worldwide. Based on data representing over 10 million employees, these best workplaces competitions form the world's largest and most respected study of workplace excellence and people management practices.

About us

Office Angels sources talented and hardworking office professionals across every sector and region of the UK. With an extensive network of branches, we pride ourselves on our local service and national coverage. And because we take the time to foster supportive, long-lasting relationships, you can be confident in our ability to make the right connection, every time.

Office Angels was awarded 36th place in Britain's 100 Best Workplaces, 2014



HIT YOUR PERFORMANCE SWEET SPOT

Top tips from the experts



For more information, get in touch with your local Office Angels.

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RECRUITMENT CONSULTANTS

Developing your staff for long-term retention

1 Development programmes

Attracting new blood to your organisation is essential for keeping ideas fresh and approaches current, but it's equally important to invest in the development of your existing workforce.

Benefits of staff development

Learning is a fundamental part of helping your team to gain the skills and knowledge they need to perform well, feel engaged, and work in a way that'll drive your business from strength to strength. And, you're far more likely to hold onto your top performers if they feel invested in and challenged in their role.

Tailor made programmes

Development programmes should incorporate a blend of on-the-job, online and classroom training. Instead of rolling out generalist programmes that appeal to large sections of the workforce, tailor them to the individual.

On-going investment

The development of your staff should be an ongoing activity, rather than an annual ritual. You should continually clarify expectations, provide timely on-the-job feedback, and take opportunities to provide coaching for your team throughout the year.

2 Talking the talk

If you want to hang onto your most promising performers, you will need to appeal to their ambitious side — otherwise they'll move on.

A commitment to coaching

On-the-job coaching should be carried out regularly with your team about their performance, actions, attitude and behaviour. To find out more, download our free coaching guide at office-angels.com/bestworkplaces.

Mentoring relationships

A mentor can offer valuable advice and insight and can play a vital part in helping someone achieve their potential. According to The Center for Creative Leadership, 77% of companies say that mentoring programmes increased their retention. So if you know of someone who is skilled in an area that would benefit your team member, be sure to make an introduction.

The most powerful development tool

Honest and constructive feedback form an essential part of the development process. It is essential that any feedback is delivered with integrity, sensitivity, and a genuine desire to help improve an individual's performance. Be descriptive and give examples where possible.

3 Enriching the working environment

Ensuring employees feel confident and fulfilled within their job role is one way to increase loyalty and aid retention.

Job enrichment

Ensuring job enrichment within your team can reduce boredom and improve motivation. To ensure the successful implementation of job enrichment, involve your employees in discussions about what tasks and duties will make them feel fulfilled.

Stretch assignments

Broadening your teams' experiences will help to build confidence and increase versatility. In your development reviews, identify the experiences that will help your team to grow, like becoming subject matter experts (for a piece of software or process), lending a hand in interviews for a new hire, or taking part in a company-wide initiative.

Cross-functional networking

One of the best ways to boost someone's development potential is for them to represent your department on a company-wide project. Exposing them to other areas of the business helps to broaden their network, promote their personal profile, and expand their understanding of the company.