THE SITE SHED

6 TIPS FOR HIRING & RETAINING YOUR BEST EMPLOYEES

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DEFINE CLEAR ROLES & RESPONSIBILITIES

The amazing Mr Al Levi, AKA The 7 Power Contractor (In order to hire people for positions, you need to have a clearly outlined framework that dictates what it is they need to be doing. This is achieved through creating an Organisational Chart (Org Chart) and it looks like this:
- Department (Eg Accounts)
- - Role (Eg Accounts receivable)
- - - Responsibility (Eg, Account reconciling, Invoicing, etc)

2

UNDERSTAND YOUR NUMBERS

Matt from Cube Performance says that you need to have a clear understanding of what you can afford to pay someone in order to make a smart hire. This means, you need to understand how hiring for a position, (like in point one) will not only increase revenue in the business but also free either yourself or your team up from those tasks.

3

BE SMART & CREATIVE WHEN RECRUITING

Danny from BT Academy treats recruiting as a marketing exercise. If you're posting boring job applications, you'll get dud prospects. If you're creative, you'll attract the right people. He also recommends that you leverage your own network and the network of your team when hiring for a position.

4

OFFER A CAREER NOT A JOB

Al Levi says, the way to create a low staff churn rate and a loyal team is to show them a road to success. He does this by showing them the Org Chart and outlining where they can progress to so they don't feel like they're in a dead end job. "If they can see they're only two steps away from a management role, that gives them something to strive for", says Al.

5

DELIVER A KILLER ONBOARDING PROCESS

Tommy Mello runs a garage door repair business in the USA and he makes his new team members attend a month of (paid) training before they start, so that they understand how to do it his way. He even bought an apartment block, so he can fly people in from all over the country and put them up while they train.

6

WHAT GETS MEASURED, GETS IMPROVED

You need to not only track how your team members perform, but you need to communicate it with them regularly. Danny Kerr says, "If you don't hold regular (weekly) meetings with your team, you can't make small pivots that lead to change". Effectively saying, regular communication keeps everyone on the same page.

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