Panel: Engaging Leaders
Create an Engaged Workforce
8 out of 10 employees would consider quitting after just one bad day

SHEILA MCCLEAR  FEBRUARY 10, 2019

In a tight labor market, employees are confident they can get a new job – so yes, they would be willing to consider leaving after a nightmare of a workday.
Ghosting At Work Becomes More Common
1) 75% of employees consider their direct manager to be the “worst part of their job.”

Peoples leave managers, not companies. Don’t let that manager be you.

People Leave Managers, Not Companies

Companies fail to choose the candidate with the right talent for the job 82% of the time, Gallup finds.

McQuaid, 65% of respondents indicated over a pay raise.
Life is too short!
Work for someone who appreciates your loyalty and hard work.
Selecting Engaging Leaders

1. We have a rigorous process to select our store managers in every situation, including assessments, interviews, and training.
2. We use a structured process to select and onboard store managers but we don’t always follow it when we need to fill a position quickly.
3. We allow our District Managers to use their own process to select store managers.
4. We don’t use a consistent, structured process to select store managers.
Retaining Engaging Leaders

1. We use a variety of ways (e.g., bonus, recognition program, trips, etc.) to retain the store managers who positively score on people metrics
2. We use bonuses only to retain store managers who positively score on people metrics
3. We don’t use any consistent ways to retain store managers who positively score on people metrics
4. We do not include people metrics in how we reward our store managers