EMPLOYEE RETENTION - KEEPING THE BEST

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Direction: It is critical that everyone in your business / operation commits to a common vision / mission for your operation. This message must be consistent and understood by all members of your team.

Six Key Components: The awareness of these “six pillars” as the foundation to build upon is a must for all involved within your production system to have long term success. These are as follows: health, genetics, feed, facilities, information and people.

Critical Success Factors: The following areas are some of which we have identified as key to long term people development within our system.

1. Recruitment
   i. Reputation of the employer.
   ii. Involve others in the hiring process.
   iii. Be pro – active.
   iv. Hire the “right” person.

2. Working Conditions
   i. Treat all with respect.
   ii. Install a culture of continuous improvement to develop all the capabilities of all the people.
   iii. Never request anything done that you would not do yourself.
   iv. Coming to work needs to be “fun”.
   v. Importance of current health and safety programs.

3. Training:
   i. Must be practical and informative.
   ii. Short term / long term objectives.
   iii. Practical / Theory.
   iv. The ability to explain why it is important.
   v. Manage the top – they will be your long term success.
   vi. Something that is looked forward to – want to learn about their field.

4. Communication:
   i. The ability to keep people “cranked up”.
   ii. Two way.
   iii. Open and honest.
v. Weekly staff meetings.
vi. Good people managers are constantly on the lookout for opportunities to talk with workers (work related & personal).

5. Attitude:
   i. Manage to the top.
   ii. Empower the people.
   iii. The ability to get the “right people on the bus”.
   v. Good people managers are constantly on the lookout for opportunities to talk with workers (work related & personal).
   vi. Start at the top – the manager’s attitude is extremely important – cannot be going through the motions.

6. Delegation:
   i. As the barns / farms have become increasingly larger it is impossible to do everything yourself.
   ii. Key to having people involved at all levels.

7. Measure & Evaluate:
   i. Involves all members of the team.
   ii. Farm performance / individual performance / COP.
   iii. Annual / Semi Annual performance reviews.
   iv. Quarterly production reviews.
   v. Monthly production reviews.
   vi. Issues and or concerns must be documented and a course of action developed.

8. Promote from Within:
   i. Shows a commitment to your staff.
   ii. Known quality.
   iii. Planned development program.
   iv. Management has a plan.

9. Remuneration:
   i. Fair and reasonable pay scale within your sector. Do your own compensation survey through industry contacts, benchmarking surveys, etc.
   ii. A consistent and planned remuneration increase program that is based on responsibility and performance.
   iii. A bonus program that encourages improvement and rewards individuals (teams) for top performance.
10. Employee Recognition:
   i. A thank you.
   ii. Quarterly Awards.
      a. Breeding Technician Award.
      b. Farrowing Technician Award.
      c. Extra Effort.
   iii. Annual Awards.
      a. Top Performing Farm.
      b. Most Improved Farm.
      c. Breeding Technician Award.
      d. Farrowing Technician Award.
      e. Extra Effort Award.
      f. Good Neighbour Award.
   iv. Special Events.

11. Involvement:
   i. Encourage involvement in related courses, seminars, tradeshows, industry contacts, magazines, newsletters, industry functions, etc.