



# Draper Notes

February 24, 2016

## Why Good Employees Leave?

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A study came up with this surprising finding: If you're losing good people, look to their immediate supervisors. More than any other single reason, he/she is the reason people stay and thrive in an organization. And he/she is the reason why they quit, taking their knowledge, experience, and contacts with them. Often, straight to the competition.

*People leave managers not companies, write the authors Marcus Buckingham and Curt Coffman. So much money has been thrown at the challenge of keeping good people – in the form of better pay, better perks, and better training – when, in the end, turnover is mostly a manager issue.*

If you have a turnover problem, look first to your managers and supervisors.

Beyond a point, an employee's primary need has less to do with money, and more to do with how he/she is treated and valued he/she feels. Much of this depends directly on the immediate manager.