HeartWork

HR consulting · Organizational development · Manager development

3 signs your organization needs HR help today

A short self-check. Tick every statement that's true for you.

1 Turnover that keeps repeating

- [ ] Good people left in the past year, and we're not really sure why
- [ ] We keep hiring for the same roles over and over
- [ ] New hires don't stay long enough to really settle in

Tip: An honest exit conversation is the most accurate source of information you have. Ask what would have made the person stay.

2 People who don't know what's expected of them

- [ ] There are no clear, up-to-date role descriptions
- [ ] Feedback conversations are rare, or don't happen at all
- [ ] Two people in the same role would describe it differently

Tip: Write 3 to 5 clear expectations for each role, and go over them together with the employee.

3 A gap between leadership and employees

- [ ] Decisions are made at the top, and the front line doesn't really connect with them
- [ ] Managers feel stuck in the middle, without practical tools for the challenges on the ground
- [ ] It's hard to move initiatives forward, even when everyone agrees they're right

Tip: Middle managers are the bridge. Strengthening them is the fastest way to close the gap.

Ticked 2 or more? It's time to act, before it costs you people, time and money.

Recognize yourself? Tell me what's going on, and we'll build the solution together.

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