

**[IMPORTANT: The information and materials contained herein should not be considered or relied upon as legal advice on specific factual situations. Users are urged to consult legal counsel concerning particular situations and specific legal questions.]**

## **10 Ideas to Improve Retention**

1. Say thank-you and show your appreciation.
2. Frequently, do little things to make people feel like they belong.
3. Recognize and reward good mentors.
4. Keep people challenged.
5. Allow people to feel a part of the process.
6. Treat everyone with respect.
7. Institute a formal mentoring program; allow employees to select mentors; separate from the counseling / annual review sessions.
8. Consider hiring people who left public accounting to work in private; they often come back with a greater understanding of the expectations and more focus on the benefits of our profession.
9. Communicate the benefits of our profession (flexibility, challenge, change, high caliber peers, advancement / transfer opportunities); the grass is not always greener elsewhere.
10. Measure and manage turnover with a focus on top performers and voluntary resignations.

-author unknown