



**Management
competencies
relating to staff
retention**

Management Competencies Relating to Staff Retention - Overview

- Present research
- In group discussion
- Feedback
- Questions
- Finish

Management Competencies Relating to Staff Retention - Study

- Staff retention factors
- Management competencies
- Rationale

Management Competencies Relating to Staff Retention - Results

- Staff Retention Factors (from Literature search)
- Management Competencies

Competencies Relating to Staff Retention – Results Cont...

Performance development plan	2.4
Deal with non performing staff	2.2
Flexi work options	2.
Team work techniques	2
Communicate requirements	2
Resolve conflict	2
Honest feedback	1.9

Management Competencies Relating to Staff Retention – Results Cont...

Understand own service	1.5
Consistent behaviour modelled	1.55
Enable training	1.5
Honest with staff	1.58
Follow up staff concerns	1.58
Talk to staff	1.59
Respect staff skills	1.65

Management Competencies Relating to Staff Retention – Results Cont...

Performance development plan	2.4
Deal with non performing staff	2.2
Flexi work options	2.
Team work techniques	2
Communicate requirements	2
Resolve conflict	2
Honest feedback	1.9

Management Competencies Relating to Staff Retention – Findings

- DHBs the same
- Influence

Management Competencies Relating to Staff Retention – Group Work

Individual

1. What do you currently do as individuals to encourage staff to stay?
2. What else could you do?

Organisation

1. What does your organisation do to encourage staff to stay?
2. What else could it do?

Management Competencies Relating to Staff Retention – Conclusion

- Personal responsibility
- Organisational responsibility