



July 17, 2017

WORKFORCE 21: Recruitment, Selection and Retention of Quality Employees

"If you are the employer of choice, you'll be the provider of choice."

To run a successful organization, we must have dedicated, quality co-workers that embrace the team concept. Like never before, we're being challenged to find the quantity and quality of co-workers necessary to be involved on our successful team.

It is possible to reduce turnover to lower than the national average in a short period of time! Maun-Lemke can show your organization how to keep, select and recruit staff by improving team-based involvement in Recruitment, Selection, and Retention (RSR) that dramatically affects morale, communication, quality of delivery, and movement toward employer of choice status. Organizations can master these techniques for dealing with the *new* workforce:

1. How to develop a specific method for the individual unit/shift within a facility to keep score on success (this scorekeeping includes call-ins, overtime, agency utilization, tardiness, turnover, and floating).
2. How to implement a realistic model for pilot projecting and self-scheduling.
3. How to develop a specific understanding of how to deal with the workforce that is entering facilities today (especially individuals 24 years of age and younger).
4. How to implement a successful self-reporting system that develops team-based accountability and motivated behavior on a daily basis.
5. Designing a 12-week RSR team that accomplishes measurable results for turnover.
6. How to implement an accountable model for supervision/leadership on the unit or shift.

7. Preparing the organization for methods and techniques to engage in the *new* workforce.

If you would like more information on Maun-Lemke's WORKFORCE 21, contact Kathy Cain, Vice President at 800-356-2233.



Food For Thought

Fast Facts on Sitting

As a healthcare professional, you are probably already well aware of all the health risks associated with prolonged sitting. Indeed, data and research overwhelmingly shows that prolonged sitting is detrimental to one's health.

Here are some key facts to keep in mind:

- A recent study conducted in England at the University of Leicester shows that prolonged sitting is linked to a greater risk of death from all causes, **but the strongest link is to diabetes.**
- Excessive sitting has a negative impact on your body's metabolic system.
- Research reveals that a sedentary lifestyle increases the risk of cardiovascular disease. Some cardiologists have even stated that sitting most of the day is about as harmful and places you at about the same risk of heart as smoking.
- Global studies show, on average, we sit 7.7 hours a day, and some results estimate people sit up to 15 hours a day.

"Life is like riding a bicycle. To keep your balance you must keep moving."
—Albert Einstein



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