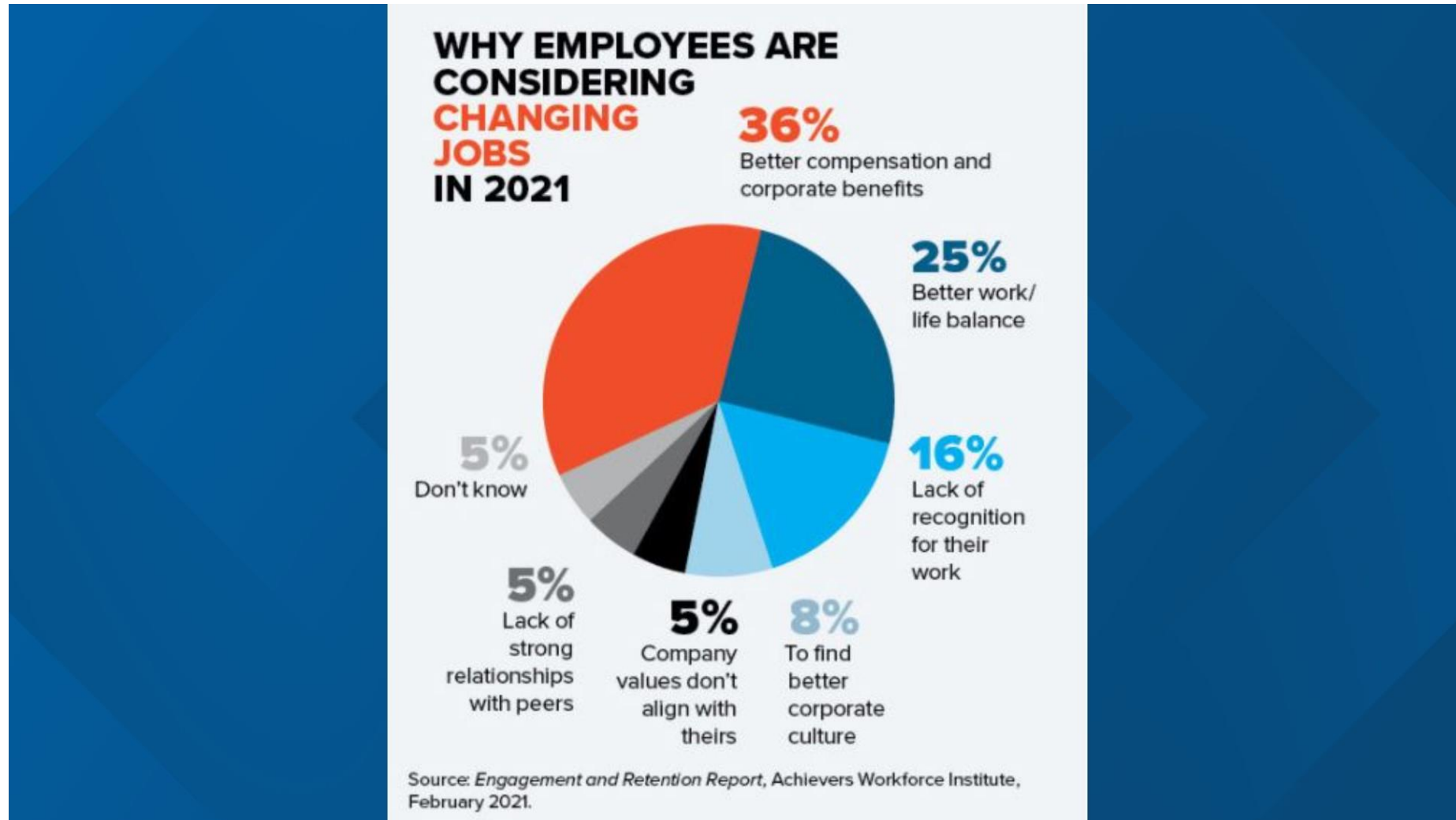




SUSTAINABLY HANDCRAFTED IN CALIFORNIA

Covid & The Workplace

During the Great Resignation over 4 million people changed jobs in **ONE** month in April 2021





**Ways to hold
on to
employees**

Examples:

1. Give a clear job description- be specific, set clear expectations, never assume.
2. Give *credit* where credit is due
3. Be *specific* in praise, or it is not considered sincere or genuine.
4. *Communicate* at regular staff meetings and one-on-ones
5. Create new positions that will lighten your load and give development opportunities.
6. Recognize their abilities.



How do we
create
opportunity?

By adding responsibilities to your selling staff, you are empowering them, elevating them and easing your load. Here are a few suggestions:

1. Appoint packaging buyer to manage the inventory and order office supplies.
2. Add a facilities lead to deal with maintenance & landlords.
3. Put someone in charge of lighting, keeping bulbs in stock, adjusting them as needed.

4. Create an inventory lead, an associate responsible for cycle counts & the overall physical inventory.
5. Appoint a Social media person to regularly post and answer customer questions.
6. Appoint someone a sector of business, like corporate sales.
7. Have someone in charge of special orders, placing them & following up on them.

8. Appoint a vendor experts and have them share their knowledge *at staff meetings monthly or quarterly.*
9. Pay staff for attendance, permit Zoom if on their day off.
9. Give away prizes – get rid of your single items that way.
10. Provide snacks, coffee and wine.

Make it fun!

Let each one give praise to the person to their right