

Special Management Series


# Employees Leave Bosses, Not Companies

This is a series of Training for your  
Management TEAM

Presented by J.W. Owens



A Management  
Perspective 303 Series

A close-up photograph of a hand in a light blue shirt sleeve holding a white piece of paper. The paper has the words 'I QUIT!!' printed on it in a large, black, serif font. A thick blue and red diagonal line runs across the image, separating the text on the left from the photograph on the right.

I QUIT!!

Management - JWO 380

# Employees Leave Bosses, Not Companies



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All of us have heard this statement at some point, and **it turns out to be true.**

A recent Gallup survey showed that just over **50%** of employees who have quit their job have done so to get away from their bosses. Another study, concluded in 2016, put the number right at **75%**. That's a lot.

Still more research shows that the people **who quit jobs are often the most valuable employees.**

They are people **who feel like they deserve a certain kind of treatment and engagement** at work... people who feel like they have better options.

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Here are the top five reasons  
people quit jobs:

- They **don't want to work** with their Boss.
- They want **more opportunity** for advancement.
- They want a **better work/life balance**.

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- They want to **earn more money.**
- They were **unsatisfied with the work environment.**

**Look closely at this list.**

You could argue that four of the top five are actually just **different ways of saying they need better leadership... and compensation wasn't even in the top three!**

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**Progressive leaders know that you can't buy employee engagement or loyalty**, they have to be earned. Retaining talented people comes down to leadership. The impact of great managers and leaders on retention and development surpasses any other job attribute.

**Let's review the primary ways that poor leaders can repel great people:**

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- **They Lack Humility:**  
Making them unapproachable and less likely to recognize the excellent performance of others.
- **They Fail to Engage People's Creative Sides:**  
Making people feel less inspired and underutilized.
- **They Fail to Develop People's Skills:**  
Underestimating people's ability and potential.

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- **They Hire and Promote the Wrong People :-**  
Favoring people who are more like them, instead of people more likely to excel.
- **The Undervalue Diversity and Inclusion :-** Failing to harness the power of the collective and the value of differences.
- **They Fail to Share a Compelling Vision :-** Robbing people of enthusiasm and purpose for their work.

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**Think about this list**, especially if you are a manager of people.

If you want fewer great people to quit you in the future.

**It may be time** to make some adjustments to your leadership approach.

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How many of us ask ourselves, when someone leaves our teams, was that because of me, something I did, or even, something I didn't do?

Whenever I speak on employee engagement and ask this question, the answer I normally get is very few believe staff leave because of them.

But this is delusional.

Given that one in two people leave their company because of their boss, then there is a **50%** probability that if someone has left our team, it's because of us.

When I point this out, one of the comments I always hear is “***but nobody has ever mentioned that when we ask why they are leaving***”.

That's right, they never do, but it doesn't mean that it's not true.

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Employees who don't get along with their managers, don't like them or don't respect them, **will leave a company despite a high salary or great benefits because of their boss.**

**You can't buy engagement or loyalty.**

A good manager, no matter the salary employees are paid, will inspire loyalty, and will retain the majority of their staff.

To build that loyalty we need to **create the right opportunities for our employees**, we need to help develop them and give them interesting work.

**We need to communicate with them**, and this needs to be two-way, we need to listen as well as just talking to them, as this shows our respect, builds trust and openness.

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We need to appreciate our staff. According to Maslow's Hierarchy of Needs, **Esteem is one of our most basic needs.**

We can help fulfil this **by giving our teams praise** for a job well done, as everyone likes and need to be appreciated.

We need to **inspire them, create a positive environment** where they can be successful and support them.

If we can do that, then **our employees can be our greatest advertisement**, they will speak highly of us.

**The contrary is also true.** If we are perceived as bad bosses, people will share that with others, damaging our reputations and when they leave, **they will take and share that bad reputation in their new company.**

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I worked with one manager that when he left the company, he had to move to a different state as **his reputation as a bad manager was so well known** by recruiters and companies in the state he worked.

**Our employees are our greatest assets**, and a company is only as good as the people it keeps. As leaders it's our job to protect and keep those great assets by being the best boss that we can be.

**Don't be the reason people are leaving your company**, because if you are, you will probably be leaving too, and not by choice.

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## Good Selling !



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