

FOR THE PLANNING TEAM

Turnover by Design

A Military Approach

People in the military know that they will change jobs and locations every 2-3 years. Even with that level of purposeful turnover, the military remains mission focused and combat ready. Could your organization benefit from following this proven approach? Answer these questions to get started.

1. Reiterate the vision.

How do you clarify and reiterate your vision throughout the organization?

2. Train constantly.

Have you created a learning environment for your employees? Are training and development viewed as innovative and important or mandatory and mundane?

3. Plan for your replacement's success.

Do your employees take pride in supporting their replacements, actively helping them navigate the challenges of the new job?

4. Share knowledge.

Do your employees create turnover binders and lists of resources to pass on to their replacements as a strategy to shorten the learning curve?

5. Do you assign sponsors to help new people navigate their new environments?
