

7 Tips on How to Retain a Diverse Workforce

1. Make sure that you orient all new employees by ensuring that they are introduced to key staff across the organization. It's a courtesy that goes a long way in making employees feel welcome.
2. Share with them the often overlooked, but important information on the mission and culture of the business and the role that they others play to support the company mission and culture.
3. Be sure to include your new employees in workplace activities and initiatives as appropriate by making sure that they are invited to office or company events; being mindful of inviting your employees early, (and not at the last minute. No one wants to feel like a 3rd wheel.
4. Many managers are becoming more aware of the importance of diversity in the workplace. Become more in tune to cultural and communication differences. Take the time to learn or research the impact that cultural and communication differences may have in the workplace.
5. Meet with all of your employees in order to get a sense of what they like about the organization, or what they feel can be done better. This can be done quite easily through surveys and focus groups.
6. As employees leave your company, meet with them to learn about their experience and use the information to help you to approach new ways of recruiting and retaining employees.
7. Provide mentorship opportunities for employees so that they are exposed to individuals at all levels of the organization. Mentorships don't need to be formal in nature. Encourage all employees to be collaborative and available to answer questions and be supportive of their colleagues, regardless of their position in the company.

Dianne Shaddock is the Founder of Easy Small Business HR, Employee Hiring and Managing Tips. Through the Employee Hiring and Managing Tips podcast, blog, and weekly 'quick tips' e-newsletters, Dianne offers expert advice on how to make better hiring decisions, manage difficult employees, develop employee policies, motivate staff, and so much more. No stuffy, corporate HR policy lingo; but straight forward, easy to understand and implement advice for businesses just like yours. Stay ahead of the curve and go to Easy Small Business HR for more tips on how to hire and manage your staff effectively.