

Retensa Invited To Present on Effective Job Rotation Strategies

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Join Retensa to build more effective Job Rotation Programs

New York, NY, April 2002 - Retensa, a leader in Human Capital Management and Research, will present “*Job Rotation Programs: When not to use them and measuring ROI when you do*” for the IQPC (International Quality & Productivity Center). Today’s workforce has to learn multiple skills at a rapid pace. For leaders in companies that find their budgets reduced, with less personnel and greater pressure to perform, this workshop will help. It will address how a Job Rotation Program enhances performance and when can it impede your firm’s progress. The presentation will focus on the success and applicability of a Job Rotation strategy, the costs of developing and implementing it, and how the greatest Return on Investment can be achieved.

“Mentoring, along with rotational assignments, prepares future leaders for a variety of situations and develops their overall executive management skills--not just their knowledge of the existing business.”

*Sarah Fister Gale
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Job Rotation Programs are known tools used for fighting high employee turnover rates, but disruption occurs if department managers do not “buy into” the programs. It is important to know that these programs need preparation and monitoring, and most importantly know the signs when they should not be used. At a time when employees are volatile resources, Job Rotation Programs can be the difference in structuring an employee base to weather any change.

Effective Job Rotation Programs, but at what cost?

Job Rotation is a powerful tool that can be used to align employee values and company goals. An employee who has reached a plateau in his or her career is often a *retention risk*. One way to re-engage valued employees is to provide cross training, which also provides job coverage, reduces long-term costs, and allows less people to successfully manage complex projects. Educating employees on how other areas function gives them a new perspective about their roles within the organization as well as a foundation to generate new ideas about how the organization can accelerate service delivery or research and development. IQPC will address these issues and more at their conference this spring. Please contact Retensa for more details about attending.

Understanding your People is what Our People Do.

Retensa is the leader and innovator of Employee Retention Strategies. They combine **experience** and web-based **technology** to develop, motivate, and retain a company’s **best employees**. Retensa customizes solutions to help organizations achieve significant **cost-savings** and **performance** improvements.

Through the creation of a “*Retention Environment*,” Retensa provides additional expertise in **Leadership** Development, Human Capital **ROI**, **HR Metrics**, Employee **Surveys**, Exit Interviews, and **Mentoring**, with a cutting-edge focus on workforce technology. Retensa can be reached at **212.545.1280** or visit www.retensa.com for more information about the solutions you can receive.

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