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*Fall 2013*

Organizations work diligently to reduce and in some instances to try to eliminate employee turnover. Attrition factors might often be analyzed through careful metrics to determine if an employee or a team is leaving the greater organization or divorcing themselves from their current supervisor or anticipated (assumed) future limitations. The specific reasons that employees provide through carefully crafted and sometimes anonymous means can be based upon a combination of factors, usually fully rooted in an emotional response to a demographic or technical reality. These realities can include reduced or limited options for fast track promotions, a personal need for increased and immediate earning potential, or a sincere desire for totally flexible working conditions and self-supervision. Regardless of the precipitating factor(s), an employee's voluntary exit creates a gap in talent for the purpose of contributing to the organization's overall mission and delivery system.

However, often the exit of an employee or a team is positive for everyone impacted. How do you measure positive impact from turnover? Consider the following cultural changes:

1. The exiting employee/team created chaos and upheaval on a regular or intermittent basis, even though they may have appeared to be highly talented and strong contributors to the mission.
2. There is a noticeable clearing of the air and less stress for all members of the workforce once the individual employee/team has been gone for even a short time.
3. Remaining employees tentatively come forward to offer their services to 'fill in' or assist in keeping the organization moving forward in the absence of permanently staffed positions when the vacancy(ies) occur. Volunteers are able to demonstrate skill levels that were previously not readily apparent or had been overshadowed by members of the exiting team.
4. The exiting employee/team member had openly talked about or exhibited a readiness to move on to the next phase of their professional work. Their engagement was perfunctory at best; their enthusiasm was only surface level.
5. The 'new beginnings' created by the change in human capital is signaling a new beginning for all concerned and ongoing creativity is emerging on a regular basis.

To embrace talent turnover is a careful choice by many leaders. To avoid healthy change is deadly for underperforming organizations. How do you measure where your organization is in this process?