Goskills

How to Keep High Performers Engaged

GoSkills online course syllabus

Skill level
Beginner

Lessons
15

Pre-requisites
No prior experience needed

Video duration
36m

Estimated study time
36m 14s

Instructor
Ruth Gotian

Introduction

1 Recruit and retain high achievers

High achievers are significantly more productive than the average employee, so every organization should want more of them.

Importance of High Achievers

2 Problem solving pros

Those who are high achievers are usually the ones who can take a dream and make it a reality.

3 Approach to challenges

For high performers, challenges are puzzles, which can present fun opportunities for them to grow and fit ideas together.

Where Most Organizations Fail

4 Focusing on the wrong people

Most organizations focus on the underachievers by giving them corrective action plans, but this can often lead to them forgetting to cater to high performers.

5 Copy and paste mentality

Many new leaders like to adopt what worked at their previous company and simply implement it in their new organization, disregarding their need to adapt to the new company's culture.

6 No clear path for advancement

While many companies have a succession plan for their C-suite, the high performers are underserved when it comes to mapping out their futures.

What High Achievers Really Want

7 Identifying retention challenges

High performers are usually self-sufficient, but if they feel ignored or taken advantage of, they're more likely to leave.

8 Leveraging metrics

High performers are always looking to meet the next metric, and providing them with the metrics they can strive for is crucial.

9 Engaging high performers

While money is important, it's not the only thing high performers want or need.

10 Providing advancement opportunities

High performers are always wondering how to achieve their next goal.

11 Demonstrating value

High performers will work hard naturally, but if someone micromanages them or takes credit for their work, they will start to disengage.

12 Recognizing achievements

High performers often carry the load for the team and want to be valued for their efforts.

Developing Your High Performance Team

13 Veterans and rookies

Mentorship is critical in today's world, and balancing a team with senior and junior high performers will keep these top employers engaged.

14 Live out your values

Adults need to learn why they are doing something in order to feel excited and interested in what they need to do.

Conclusion

15 Raising the bar

Thanks for watching this course!

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