



# Why good people leave

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**Training Manager**

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# Why good people leave...

- First lets look at the hard dollars...

***Once an employee leaves and we hire their replacement, it can cost up to three times that positions salary to make the transition!***



# Why good people leave...

- **Hiring right...**
  - *Background checks*
  - *Personality profiles*
  - *Aptitude tests*
  - *Several extensive personal interviews*

**These are all requirements  
to good hiring practices !**



# Why good people leave...

- **Some still leave...**
  - *Train hard to ensure “Technical Knowledge”*
- *What about the “Softer People Skills”*
  - *Similar views and desired goals*
  - *Team Spirit and Team Culture*

**The feeling that everyone  
belongs to the same team !**



# Why good people leave...

- **Some still leave...**
  - *Personal recognition*
- ***Sweetest word in the English language***
  - *Recognition by our peers*
  - *Recognition by our employers*

**Everyone wants to  
feel they are appreciated !**



# Why good people leave...

- **Some still leave...**
  - *Personal latitude*
- *Rules and regulations*
  - *Meeting customer requirements*
  - *Safety and profitability*

**When resources are limited...  
flexibility should be increased!**



# Why good people leave...

## Communication is Key !

- *Clear, concise communication*
- *No one listens....*
  - *Regular meetings with employees*
  - *Good communications with customers*

**Don't assume that everyone knows...**

**ensure employees questions are answered!**



# Why good people leave...

## Training

- *Reduces accidents*
- *Pilots, Mechanics all get recurrent training*
  - *Initial training*
  - *Recurrent training*

**Better trained employees...**

**make for safer more profitable operations!**



# Why good people leave...

## Dead End Job

- *Career path and potential*
- *Training regiment*
  - *NATA Safety 1<sup>st</sup> Training*
  - *Career advancement*

**If people can't see the potential...**

**how do we expect them to have a goal?**



# Why good people leave...

## Compensation

- *Fair and equitable living wage*
- *Pay is not the only reason for leaving*
  - *All components of Team Spirit*
  - *Compensation issues become secondary*

**In a competitive environment...**

**our employees can be our only edge**

