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Solid Management and Its Effects on Staff Retention

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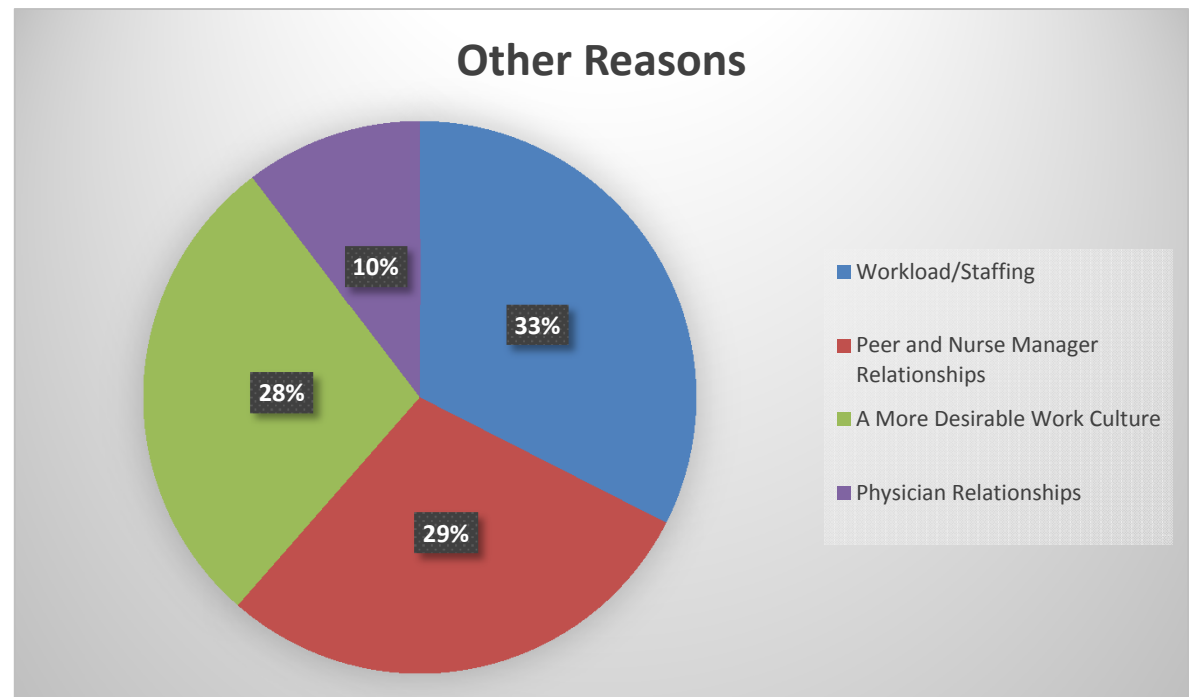
“Solid Management and Its Effects on Staff Retention”

Susan P. Savage
MS in Management
2017

GRADUATE STUDIES
Granite State College
UNIVERSITY SYSTEM OF NEW HAMPSHIRE

Solid Management

- The overturn of clinical staff, at my facility
- Nurses surveyed cited poor nurse management skills as a reason to leave their jobs,”
(Sanford, K.).
- Other reasons for leaving :



Solid Management

- Managers “have a dual responsibility,” (Weadock, L.).
- Need to create a culture in which your staff can thrive,” (Weadock, L.).
- To build “a quality workforce,” (Hollinger-Smith, L.).

Solid Management

- The three Rs of retention: **relationships, respect, and recognition,**”
(Hollinger-Smith, L.).
- There is a strong need for better communication, supportive managers who back their decisions, appreciations for jobs well done, and respect from coworkers.
- These are not unrealistic goals, but, rather should be what each successful facility or organization strives for.

Solid Management

References:

- Hollinger-Smith, Linda. (2013). It takes a Village to Retain Quality Nursing Staff. *Long-Term Management*, 52, 3-4.
- Sanford, Kathleen. (2011). The Case for Nursing Leadership Development. *Healthcare Financial Management*. 100-106.
- Weadock, Louise. (2016). Not enough nurses? Here's how to make it work. *Westchester County Business Journal*, 18.