



Three Employees Leave for Greener Pasture—Really?

By Philip P. Beyer

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As I was walking through the production area of our company one afternoon, an employee stopped me to say, "Mr. Beyer I have a great idea for a new system." I'm thinking, "Why doesn't he submit a Suggestion for Improvement" ...our online system for making suggestions for improvement..."instead of plugging into me?" I was soon to learn why.

"I think we ought to have a system," he continued excitedly, "whereas once a year each employee has to go work at *another* company for one week. I think this would increase our morale and employee appreciation for our company, and for our system of cleaning and checks." I laughed...but I was thinking how much I appreciated *his* appreciation of our systems of organization. "Now *there*," I thought, "is someone who GETS IT."

In a two month period, during 2006, we had THREE good employees put in their resignations. I was a little perplexed at the time. With every resignation I always have a private meeting with the employee to understand exactly *why* they are leaving. I want to make sure there is nothing that I or anyone at our company has done to *cause* them to leave. After getting their assurance that it was nothing we had done, I gave each of the THREE my blessing, we parted as friends and they headed off for what was suppose to be **GREENER PASTURE**.

Some other employees came to me in private and told me they thought the THREE were making a big mistake, and believed they would realize it and come back. To make a long story short...each of the THREE who had resigned contacted me to ask if they could come back to work, and sooner than even I had suspected.

I asked them why they wanted to return, and why so soon. One-by-one they expressed their disappointment in what they called, TOTAL CHAOS at the new company where they had gone to work, and added, "After working for your company, we just couldn't stand it!"

They couldn't stand the disorganization;

They couldn't stand the clutter;

And **they couldn't stand** the fact there were no systems or means to REPORT...no standard operating procedure for FIXING any of the problems they were experiencing.

Over the past couple of years, we have had many business leaders interested in System100...wanting to see it in action, and to tour our company. Some have asked me if I ever lose employees due to these systems. Others have expressed their doubts that their own employees would *adhere* to such a system. My answer is, "Yes, some employees will leave, others will balk at adhering to a quality and service control system, but those are the ones you ultimately DON'T NEED or WANT, if your company is going to succeed!"

As my story above illustrates, my employees not only *work* the system, but they have now become *volunteer ambassadors* for the systems.

In my book *System Busters: How to Stop Them in Your Business*, I express different reasons why a company needs to be committed to a system and one of the main reasons is THE EMPLOYEE. My employees are worth the extra mile! Providing them with all the right tools to do their job, and SYSTEMS that allow us to be more productive and to measure the results of our work, makes life easier for everyone. CLUTTER & CHAOS are Employee morale killers.

Did I mention—Great Systems Work!

To invite Philip Paul Beyer to speak for your conference or other event...

Contact Susan Beyer at Ebiz Products, 615-425-2652 or email susan@ebizproducts.com. Philip Beyer's book *System Busters: How to Stop Them In Your Business* is available at www.Amazon.com. For more about SYSTEM100™ software, visit www.System100.com.