



## Where are all the good candidates?

In many businesses, the only true differentiator is their people and particularly in real estate and property, where people are the key to success!

According to a recent survey over 75% of Australians are willing to relocate for the right job in 2011, and many overseas.

This means that only ONE quarter of your current staff would say "Thanks, but no thanks" to persuasive head-hunters. THREE quarters are brushing up their CV's – just in case...

Do you know who your 75% are? More importantly, do you know where they might be going?

With the real estate and property profession shortage coming back to haunt us, there is no better time to think strategically about how you can build a business which will be seen as a place that people will queue to work at.

Here are some ideas of adding value without breaking the budget:

- Building the right culture where people will be proud to work
- Offering flexible working arrangements which balance service requirements with employee need
- Learning & development – offering employees traditional on the job and e-learning opportunities
- Encourage job sharing
- Leave without pay to encourage employees to pursue personal interests, help in the community or undertake studies or travel
- Study Assistance – offering paid study leave for recognized studies
- Health and Wellbeing programs – including annual health information sessions, influenza vaccinations and healthy eating in the boardroom options
- Salary Sacrifice packaging
- Home work arrangements
- Sick leave/ carers leave/ parental leave
- Social and leisure membership
- Workplace giving – encourage employees to suggest registered charities to benefit from company fundraising
- Social diary – encouraging social engagements to promote team building

A few ideas to keep you going over the next few months!

Source: HR Daily