

“Leadership is common. Brilliant, inspiring leadership is rare”

Dear \${FNAME}|Customer|Guest|\$:

Welcome to the Eclipse College newsletter. Thank you for being part of our leadership community.

The challenge of finding and keeping employees is significant, so it makes sense for our partner organizations to retain their talent.

55% of Canadian small and medium-sized employers are struggling to hire the workers they need, and the average turnover for a Canadian organization is 21%, according to research in 2021 from the BDC and Mercer.

We have been in the business of Leadership, Education and HR since 1991. We believe that a single idea can change or inspire someone to do great things, so we designed this short newsletter to share information that might inspire you or your team.

As always, If you have any questions on recruitment, retention, HR issues or leadership please let us know. The Eclipse College Team

A Insightful Thought on Hiring

"It doesn't make sense to hire smart people and tell them what to do; we hire smart people so they can tell us what to do." Steve Jobs

Welcome To Our Newsletter



How To Keep Your Talent

Canada's workforce is changing fast and employers are having a hard time keeping up.



A Canadian companies' average employee turnover rate is a stunning 21% according to a 2021 Mercer study.

Why are employees leaving, and what can leaders do to stop talent leaving?

Research clearly shows that employees' wants, needs and expectations of their leaders and organizations have changed. Simply put, if employees don't get their needs met... they leave. There are 1000's of jobs for them to go to.

According to a LinkedIn's survey of 4,000 professionals, a whopping 93% of the participants said they would stay longer and be more committed if the organization provided:

- Fair pay and benefits
- Improved trust, values, integrity and ethics in the workplace
- Investment in their long-term career development
- A better work-life balance

Beyond the issue of money and benefits, employees said they want leaders to take action to:

- Build a safe, kind and caring culture
- Help the employee to grow and develop in their career
- Ensure the employee has a life outside of work

So, how leaders do this?

Join Bob Embury on a free 60 minute training session on November 30th at 1:00pm to see what you can do to build a workplace culture that retains your talent.



HOW TO REDUCE STAFF TURNOVER

8 Proven Tactics for retaining staff in our changing job market

REGISTER NOW FOR FREE WEBINAR

NOVEMBER 30th 1.00 PM

Leadership Advantage Certificate Program

LEADERSHIP ADVANTAGE is a transformational opportunity designed for the TOP leaders or NEW leaders in your organization. Eclipse leadership training brings your leadership group together, in your workspace, so your key leaders can learn, grow and develop together as a high functioning leadership team.



Real Time Application

Eclipse specializes in helping leaders improve their leadership knowledge and skills and use them in their workspace right away. Eclipse training is effective because participants learn, practice and are held accountable for their new tactics, techniques and skills making it a highly effective program.

Custom Designed

Every stakeholder is interviewed prior to training to identify issues that need to be addressed, generate content ideas and buy-in. We identify gaps in training and this process ensures the program meets the needs of both the organization and participants.

It's time to bring your leaders together to maximize leadership potential!

[Click here for more information](#)



Eclipse College/Eclipse Leadership Institute/Eclipse Human Resource Solutions

Phone: 1 (855) 238-3835

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