

Is talent churn affecting your business?

I've always thought that talent loss should be a component in any performance matrix used to assess management/leadership value to an organization. No organization would keep a manager or leader under whose watch the organization was bleeding red ink. However, the business world is literally choking on the red ink stemming from the loss of top talent and the associated costs of replacing said talent. Nevertheless, it does not seem to be a big deal because many leaders and their management teams somehow are able to remain entrenched. The following web article delves into the cost issue [\*What Was Management Thinking? The High Cost of Employee Turnover\*](#) (Links to an external site.)

It's not like no one knows this is an issue, this is a known cost element in the bottom-line of any company, and there are ways to stem talent churn – see link below from the Harvard Business Review article which makes a go at assessing how the problem can be addressed; [\*How to Keep Your Top Talent\*](#) (Links to an external site.) ; but has anyone ever heard of a board of shareholders forcing a CEO or company President out due to the red ink bled via talent loss? I certainly haven't.