

05

ESSENTIAL TIPS TO STOP YOUR BEST ENGINEERS

From being poached

01

Don't Handcuff Them

Many skilled technical people are also very creative and hate to have this creativity stifled. If you can, ensure that during their normal working day they can embrace this creativity somehow. If it's not possible, don't prevent them from doing so outside of their normal employment. As long as it isn't in direct competition with you or infringing on copyright issues etc., this should absolutely be allowed and probably encouraged.

02

Massage Their Training Budget

The best engineers love learning the latest and greatest things. So why not give them their own 'personal training budget' that allows them to take new courses and training items that are entirely their own choice.

03

Let the FEDEX man get them excited!

They love new gadgets (don't we all!). Hence, think about giving them their own yearly budget to buy their own stuff. Allow designers and engineers to choose their own spec machines and software etc. and let them have a refresh every year.

04

Obsessive, Compulsive? Yes. Disorder? No.

Engineers often have very high attention to detail. They hate for a script or piece of code to not be perfect before publishing and hate running networks that are cobbled together from pieces of old equipment. Encourage them to design, plan and deliver something that *really* satisfies them and makes them and you proud of their work.

05

Get Them Out of their Office

They don't need to be sat in a server room or office all day. Encourage them to speak with customers to see how their products are being used in the real world. Let them go to visit vendors or go to your own R&D sites and get them enthused about what they're working on! Ensure they communicate with your own non-techie staff too.