

# Efforts to Retain Future Principals

- Communication – tell them of future plans
- Empowerment
- Trust
- Self employment options, stay in touch
- Say goodbye the right way – keep it balanced. Reassure others that the company is ok.
- Be aware of goals. Keep individual's goals in line with company goals, use annual reviews, help them along lines.
- Focus on performers; show of appreciation.
- Awareness of organization politics.
- Know what future principal expects.
- Loyalty to the employee
- Support professional development – no strings attached.
- Use of 'non-competes' – other techniques may be a better approach, if use it, maybe introduce it at initial hire.
- Consider vesting plans.