- **Difficulty finding good Leaders/Team Members who stay.**
  - **Why?** Finding good Team Members is not at all hard. The very best source for finding them is the **good Team Members already on your Team**. Rather than paying for ads that produce – at best – average candidates, pay your good Team Members to recommend to you other good Team Members. What happens when you find them, they successfully pass the interview process, you hire them, and they leave? This usually means you did everything right on the front end but forgot to give them what means most to them – you forgot to ensure that they are growing while working for you. **Good people do not leave organizations where they are growing.**
  - **Suggested Solution?** Ensure you have a 360-performance development system where the Team Member being evaluated – rather than their Team Leader – is responsible for managing the basics of the process. The process needs to be one where the growth plans are specific, **they build skills, and those skills produce measurable, productive results.**