

MTD Quick Tips

Look After Your Staff The John Lewis Way

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You know, we've done quite a bit of work for the John Lewis Group in the past and the one the most striking things that hit me as I got to know the company better was how well they look after their staff.

Here are just a couple of the snippets that I found out:

- They have an equal percentage profit share scheme
- Staff can have a six-month sabbatical on full pay for 25 years' service (I'll have some of that!)
- Above state minimum redundancy pay policy
- Hardship fund
- Subsidised social and leisure facilities, such as social clubs, hotels and a fleet of yachts

I am positive that there are plenty of others as their staff were very passionate about the company.

Now, whilst you may not be able to offer 6 months paid leave within your team, there are things that you can do to get your staff raving about being in your team.

I'm not going to give you the answers! You can think this one through yourself!

Take yourself off somewhere, get yourself a coffee or tea and use this opportunity to think creatively and think of the activities and ways of working that you can introduce into your team to make the difference.

Live, love and laugh

Sean

Sean McPheat
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About Sean McPheat



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Founder and MD of international management development firm MTD Training, Sean McPheat is widely regarded as a leading authority on modern day management and leadership.

Sean is a bestselling author, and has been recognised for his own business building skills through the **British Business Awards** and has been featured in the **Who's Who Of Britain's Business Elite**.

He has been a regular judge for the UK's Young Enterprise Programme but was not as horrible as Simon Cowell (well almost!)



Sean has been featured on **CNN International, the BBC, SKY, ITV, The Guardian, Forbes, Arena Magazine, Marketing Weekly, Business Zone, Winning Edge** and radio stations such as BBC WM and LBC (London's Big Conversation).

Sean has over **250 media credits** to his name and his weekly email tips go out to over **60,000 people** interested in management and development strategies.

Sean is also a **much sought after media figure and motivational speaker** on all topics related to management, HR, business improvement and entrepreneurialism.