

# Meredith Gardner Offers Program To Address Top Reasons Employees Quit

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New York City based The Strategic Edge and Meredith Gardner, Ph.D., focus on delivering workshops and training sessions to businesses to improve their overall communication and functioning. Gardner and the company she has founded have now launched a new training program that teaches companies to address the top reasons employees quit, and provide the remedies for these. Basically, she wants business leaders to realize that most employees quit because they have no longer trust their managers.

"Rarely does someone leave a job because of the expense report policy, the location of his or her workstation or the wall color," says Gardner. "Most people quit a job because they can no longer tolerate their boss or they have lost faith in senior management. This is can be especially true in a fledgling company where the actions of a manager or leader are magnified. Conversely, people will stay at a company or in a job during thick and thin if they respect and believe in their boss.

Meanwhile, Gardner also has a company that focuses on the problems of IT departments and CIOs. Just like with the aforementioned company, Strategic CIO Solutions and Meredith Gardner, also offer a program that addresses a number of key problems that lead to people quitting their job. These include subjugation, indifference, and lack of follow through with delegation. They aim to teach leaders to give employees proper and constructive feedback and to do this at the right time. Gardner adds: "Leaders too often don't recognize contributions and reward good work and that is a real problem."

"There is a reason why people gravitate to certain managers or leaders," says Gardner. "They possess certain things that others don't have - intellect, drive, esprit de corps, humility, and humanity. These are personified in the five laws of attraction for leaders. They are surprisingly simple and baseline essentials for all managers and leaders. Exemplifying them will make you beloved and more important and never the reason someone leaves your company. When leaders lack self-awareness and are clueless to personality styles (their own and others), and they think they know everything, they drive people away."

Another issue that may need to be addressed is one of personality: some people simply do not like their

boss. Meredith Gardner ends: "The most important issue here is the employees' trust in and respect for the management team. If they respect your judgment, direction, and decision-making, they will stay. If not, they will leave."

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## **The Strategic Edge**

*The Strategic Edge is an Interpersonal Communication Company. Meredith Gardner, Ph.D., is a noted behavioral psychologist, author, speaker & media guest.*

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