

How to empower facilities teams with mobile technology



The global pandemic has forever changed the face of facilities management. Nowhere in facilities management has been affected as much as hiring and retaining associates.

The data is startling

In a recent study of almost 10,000 facility managers, 4insite found nearly **40% of facility management teams cited staffing, recruiting, and hiring issues.**



The point is clear: Turnover hurts facilities already operating with thin margins.



The only way to attract, hire, and retain a world-class facilities team is with thoughtful strategies and consistent implementation.

Follow these simple tips to drive your facilities hiring and staffing practice.

Strategy 1: Invest in training

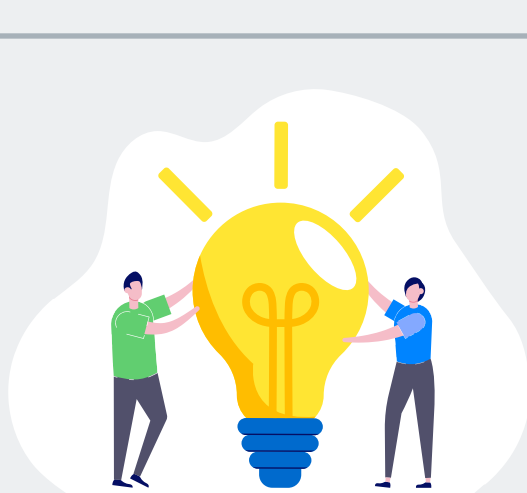
Not all training programs are created equally. To amp up your training programs, follow these three key best practices.

- 1 Offer trainings in native languages**
Offer trainings in your employee's language, allowing greater adoption and "stickiness."



- 2 Shorten the session**
Shorten your training sessions to 2-10 minutes or less to allow them to "stick."

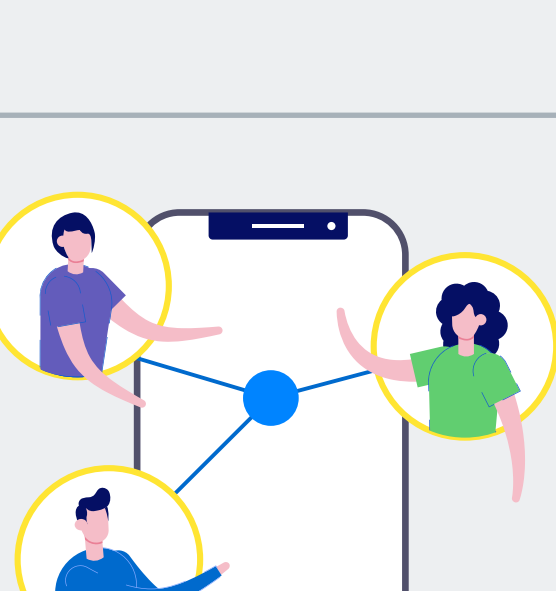
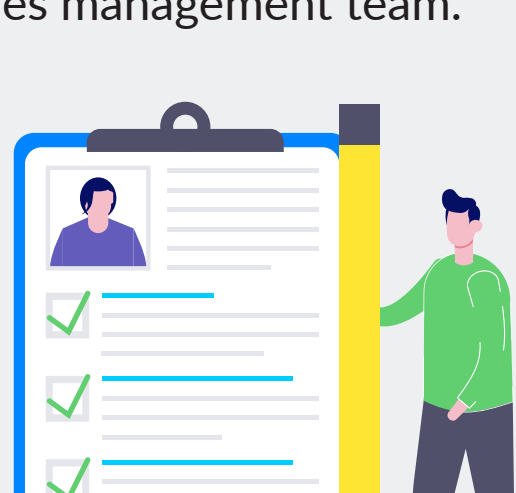
- 3 Offer training incentives**
Offer your associates bonuses or extra incentives to complete trainings. It's a win-win!



Strategy 2: Empower Your Associates

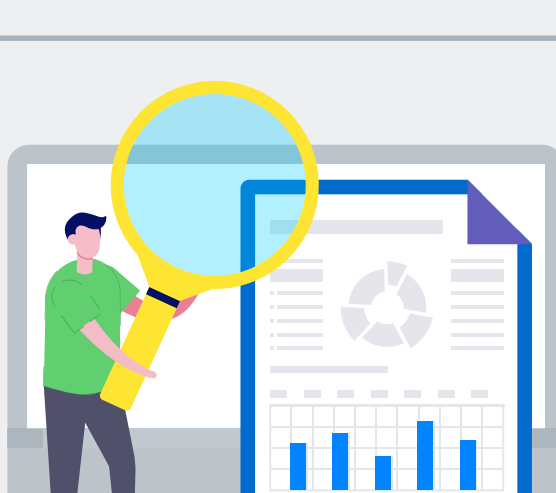
It's time to change this management practice to support and empower the foundation of your facilities management team.

- 1 Get clear on job descriptions**
Get alignment with your associates by clarifying their exact responsibilities.



- 2 Open up communication**
Encourage your associates to share feedback with you directly about their working environment.

- 3 Encourage "ownership"**
Use report-its and audit scores to give associates the opportunity to drive quality.



Associates are the backbone of world-class facilities management

Investing in and empowering your team will yield tremendous results, both for your facilities management practice and your building occupants.



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