

# The Teams People Stay For

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Today's employees expect more than a job and a paycheck. They are looking for an environment where they can do their best work. While compensation and benefits remain important, employees increasingly stay with teams where they feel trusted, supported, challenged, and equipped to succeed.

Research consistently shows that leaders play a significant role in shaping the employee experience. Gallup found that managers account for at least 70% of the variance in employee engagement across teams, highlighting the powerful influence leaders have on how people feel, perform, and contribute at work.

The strongest teams are not built through perks alone. They are built through everyday leadership behaviors that create trust and psychological safety. Team members perform at their best when they can speak openly, ask for help, share ideas, and learn from mistakes without fear of embarrassment or punishment. In these environments, collaboration becomes easier, innovation grows, and people are more willing to remain committed during challenging periods.

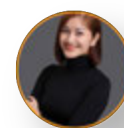
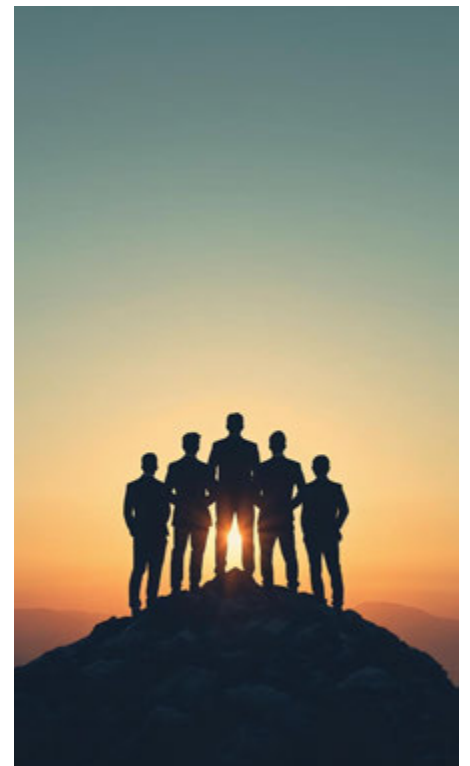
Employees also thrive when leaders act as coaches rather than merely supervisors. Regular feedback, mentoring conversations, and genuine interest in an employee's growth signal that the organization is invested in their success. When leaders stretch people with meaningful challenges while providing adequate support and resources, employees develop confidence, capability, and resilience.

Equally important is clarity. Today's workforce values autonomy, but autonomy works best when expectations, priorities, and goals are clearly communicated. Teams become more effective when leaders provide direction while empowering individuals to take ownership of their work.

Ultimately, people stay where they can grow, contribute, and belong. Trustworthy leadership creates the conditions for all three. When employees feel supported and valued, engagement rises, collaboration strengthens, and performance becomes sustainable over the long term. The teams people stay for are rarely perfect—but they are led by people who consistently create an environment where others can succeed.

## Leadership Checklist: Building Teams People Want to Stay In

- ▶ Create psychological safety by encouraging open dialogue, questions, and constructive feedback.
- ▶ Coach for growth through regular check-ins, mentoring conversations, and development opportunities.
- ▶ Provide clarity and support by setting clear expectations, removing barriers, and ensuring employees have the resources they need to succeed.



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### Reference

1. Gallup. (2015). State of the American Manager: Analytics and Advice for Leaders. Gallup, Inc. Retrieved from Gallup research indicating managers account for at least 70% of the variance in employee engagement.