

Employee Retention

Employee Segments Who Might Be Regrettable Losses

talentedge weekly



Developed by [Brian Heger](#)

1. Top Performers

Description: Employees who consistently exceed expectations and deliver high-impact results.

Why It Matters: Their departure often leads to declines in team performance, productivity, morale, and engagement.

2. High-Potential Talent

Description: Individuals identified as having strong leadership or growth potential within the organization.

Why It Matters: Losing them weakens succession pipelines and future leadership capability.

3. Key Successors

Description: Employees designated as “ready now” or “ready soon” to step into critical roles.

Why It Matters: Their exit can disrupt succession plans and force costly, reactive external hiring.

4. Employees with Specialized or In-demand Scarce Skills

Description: Hold unique expertise or technical knowledge that is difficult to replace.

Why It Matters: Their absence creates capability gaps, delays, and operational risk.

5. Those Who Model Company Values

Description: Individuals who actively embody and reinforce the organization's values and culture.

Why It Matters: Their departure can weaken key aspects of company culture.

6. Cross-Functional Connectors

Description: Employees with strong relationships across departments who bridge silos and enable collaboration.

Why It Matters: Their exit can disrupt workflows and reduce coordination across functions.

7. Critical Customer / Stakeholder Relationships

Description: Employees with strong client or partner relationships.

Why It Matters: Their loss may weaken customer trust, satisfaction, or revenue continuity.

8. Key Talent Developers

Description: Actively coach, mentor, or support the development of others.

Why It Matters: Their absence can slow internal mobility, development, and knowledge transfer.

9. Innovators and Builders

Description: Known for generating new ideas or launching key programs or products.

Why It Matters: They are central to strategic growth and innovation pipelines.

10. Early Exits

Description: Employees who leave shortly after joining the organization.

Why It Matters: Indicates potential onboarding, role fit, or culture issues and represents a sunk investment. Can diminish employment brand.

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