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Dear Management: Is the only way an employee gets a raise, position change or advancement... or even just simple recognition...  
  
Is when they are on the verge of leaving?  
  
Well, that's sad... and short sighted.  
  
And if you find yourself NOT wanting them to leave... you obviously feel they are needed and/or wanted.  
  
But, WHY don't they feel the same?  
  
Moral: Don't be an absentee leader...  
  
Or you might just end up having ABSENT former employees.