



HR LEADERSHIP COUNCIL®

## Improve Engagement and Retention

Six Key Insights from HRLC

**Data from 1,500+ companies indicates a dramatic drop in engagement and retention rates.**

Reverse the trends with HRLC's insight into leading practices.

### Six Key Insights into Emerging Trends

The threat of employee turnover has appeared low in recent years, due to a rigid labor market. However, our recent engagement data shows employees' effort levels and intent to stay at their current company beginning to fall. See key insights and supporting resources below from the HRLC.

**Contact HRLC to learn more about these insights and resources.**

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#### Focus on Strategic Organizational Design

**Insight 1:** HR organizations that are actively involved in planning organizational design changes are 20% more likely to achieve employee performance goals.


#### HRLC Resources

 Managing the New Strategic Talent Risk

 HR Metrics and KPIs

#### "Re-Skill" Recruiters

**Insight 2:** Despite a loose labor market, the quality of new hires is down 17%. Firms must develop a new "strategic recruiter profile"—one with influence skills who advises the line with in-depth company and market knowledge.

 Building "Next Generation" Recruiter Capabilities


 E-Learning Training Modules for Recruiting Effectiveness


#### Engage and Motivate Employees


**Insight 3:** Firms that set unrealistic expectations about their EVP can negatively impact employee commitment by up to 46%.

**Insight 4:** Engagement levels from high-potential employees have shrunk by 48%.

**Insight 5:** Leading companies incorporate greater payouts for high-performing individuals and eliminate payouts of low performers.


 Rebuilding Your Employment Value Proposition

 HRLC Employee Engagement Survey


 Identifying and Engaging High Potentials (HIPOs)

#### Train and Upskill Managers

**Insight 6:** Less than 50% of managers are effective at developing staff.

 Manager Training by HRLC™ (NEW!)

#### Types of Learning Resources

 Executive meeting series

 Research

 Custom survey

 Database

 Resource center

 Custom service