



Analyzing Turnover

What Story is Your Data Telling You?



Abraham Gonzales-Pollick

Abraham came to Vensure with deeply rooted passion for client service, organizational strategy, and building relationships! He started his HR career journey after 14 years of being an entrepreneur and running a successful General Contracting business. He has more than 25 years of client service and product management leadership experience, 15 of which have been spent in the PEO space.

He is a highly-regarded keynote speaker and global facilitator on several development topics! Abraham has served on boards for non-profit organizations for over 10 years and led as Board Chair, before giving light to new passions!! Today he mentors young entrepreneurs on building the future! He holds is B.A. in Organizational Management with a minor in Social-Culture Anthropology, and MPA studies in Product Development.





Today's Topic

Topic: Analyzing Turnover

What Story Is Your Data Telling You?

Description:

Leveraging data as a critical tool in helping us tell effective stories about the impact on our company and employees, as well as support a call to action to enhance our organizations culture and efficiencies.

Today's Agenda

01. Organizational Needs
02. Critical Data Points and Impacts
03. Best Practices
04. Stay vs Exit Interviews



Organizational Needs and Design Strategies



01.

Necessary re-structure for future sustainability and relevance for consumers.

02.

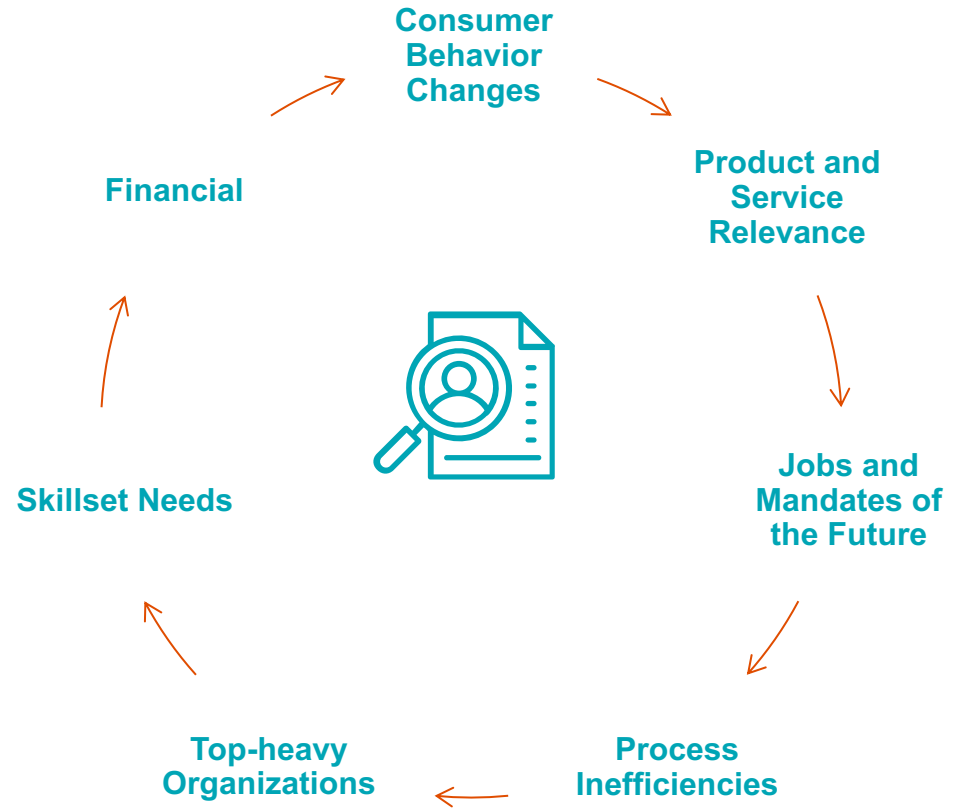
Necessary re-structure for future sustainability and relevance for consumers.

03.

Structural changes are usually intended to solve business opportunities or defined business problems.



Culture is the result of decisions made... when environment changes, behaviors change.
– Gregory Kessler and Amy Kates



Insights

10x As many employees quit at the one-year mark compared to five years in 2023.

18% The annual average percentage for turnover in a company's workforce.

70% of the variance when it comes to employee engagement scores, is accounted by managers.

Critical Datapoints and Impact



Retention Rate



Turnover Rate



Voluntary Turnover



Involuntary Turnover



Turnover Rate by Department/Manager



Retention Rate for Star Employees



Cost of Turnover



The Costs of Employee Turnover

Up to 33% of annual salary

Compensation Demands

Productivity Costs

Hiring Costs

Knowledge Transfer

Customer impacts

Advertisement Cost

Training Costs

Time

Interview Expense

Engagement Costs

Brand

What Leaders and Business Decision Makers Can Do

- › Get in front of your employees sooner- don't wait until the exit.
- › Create an environment that boosts productivity.
- › Create safe environments.
- › Create Inclusive meaningful environments.
- › Recognize and thank them for choosing to join your organization.

Insights

- › People want a place to belong.
- › People want to feel successful.
- › When employees have their needs met that can effectively meet the needs of customers.

56%

of employees are less likely to look for a new job when they feel recognized.

Stay Interviews vs. Exit

Stay interviews could improve employee turnover by **20%** or more.





Today's Topic Recap

What Story Is Your Data Telling You?

Turnover costs

Company Culture and best practices

Business and customer needs

**Thank you
for your time.**

