

Retention Focus

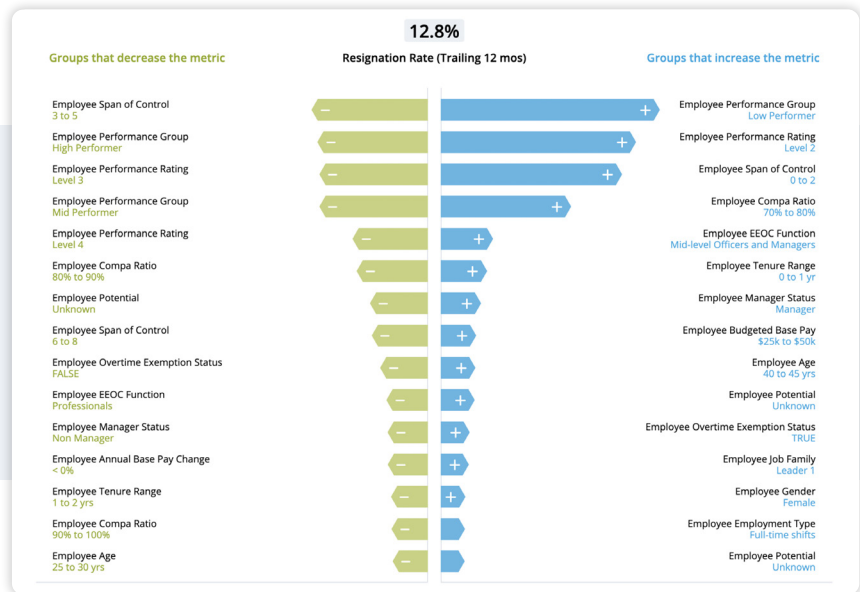
Visier NOW™, for today's most urgent workforce challenges

The “resignation wave” is happening now and it’s time to take action. Focus on what’s driving employees out the door, and what motivates them to stay, so that your organization can keep top talent, reduce turnover, and see who is most at risk of leaving. Uncover what motivates your people through understanding your data, and leverage this with guided coaching to drive action and stop the exit.

When you can get the right answers, you can take the right action.

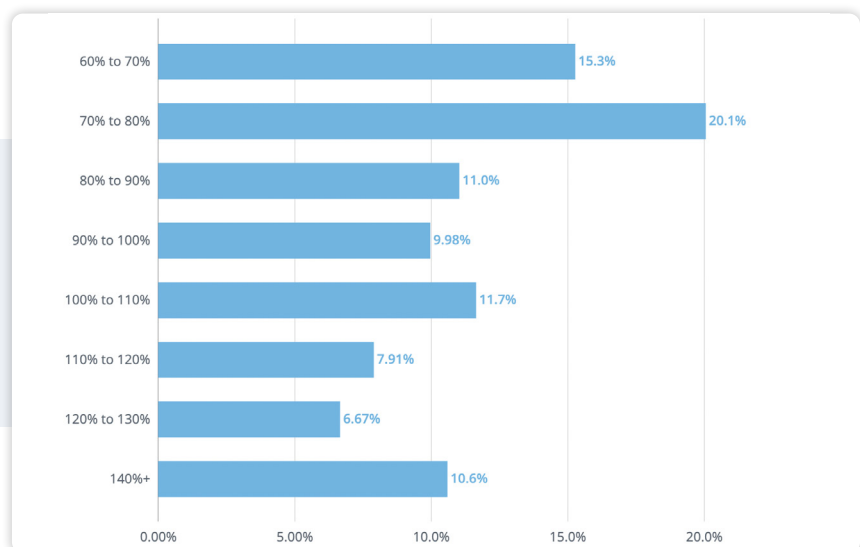
Ask: What factors increase the resignation rate, and what factors decrease it?

Act: Zero in on the populations or drivers that are behind your turnover challenges so that you can design interventions that will work.



Ask: What role is compensation playing in voluntary turnover?

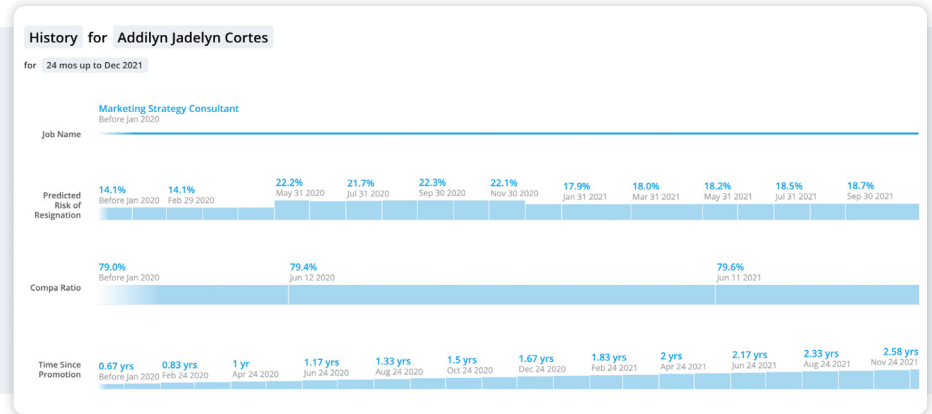
Act: Make changes to compensation when and where they matter.





Ask: Who's at risk of leaving? And is that risk of resignation correlated to other elements of their employment history?

Act: Coach managers to have stay conversations with high-value, high-risk employees.



Get Business Results

BBVA Compass found that just 10% of their 700 branches accounted for 41% of all turnover in one key, revenue generating role. By knowing where their problem branches were, they were able to take smart actions. Analytics surfaced actionable insights that resulted in branch-level action plans that addressed concerns with compensation structure, onboarding, new hire training, and training of managers to set expectations with new hires on career opportunities, reducing turnover by 44%.

- Keep key talent to stay agile, and maintain business momentum
- Reduce the cost to attract, hire, and train new talent
- Increase engagement and, as a result, productivity and retention as you create an organization people want to work for

Partner with experts to deliver real change

Visier People is uniquely suited to help you retain top talent by uniting all of your people data to understand and optimize the factors that lead to increased retention. We're here to help you get started with:

- Guidance at every step to create the solution that suits you
- Tailored support to meet your needs during your relationship with us
- Change management resources for a data-driven people management function