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RETENTION

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A Positive Employee Experience

Will Impact
RETENTION



The Employee Experience

Make Every Moment Count

Decision Day

Can I see myself here?



First Day

Did I make the right choice?



Every Day

Is this a place I'd like to stay?



Achievement Day

Am I valued and appreciated?



Referral Day

Am I happy here?
Would I recommend my company to others?



How do you Influence the Employee Experience?

Decision Day

Can I see myself here?

▶ INFLUENCERS

- ❖ Employer Brand
- ❖ Opinions family & friends
- ❖ Application Process
- ❖ Interview/s



When do you Influence the Employee Experience?

First Day

Did I make
the right
choice?

▶ INFLUENCERS

- ❖ Greeting
- ❖ New Employee Orientation
- ❖ Environment



How do you Influence the Employee Experience?

Every Day

Is this a
place
I'd like to
stay?

► INFLUENCERS

- ❖ Environment
- ❖ Friends at Work
- ❖ Relationship with Manager
- ❖ Work Schedules
- ❖ Consistency
- ❖ Coaching/development
- ❖ Career Advancement
- ❖ Purpose

Idea

✓ Conduct Stay
Interviews



How do you Influence the Employee Experience?

Achievement Day

Am I valued
and
appreciated?

▶ INFLUENCERS

- ❖ Positive Reinforcement
- ❖ Real Time Rewards
- ❖ Recognition Programs



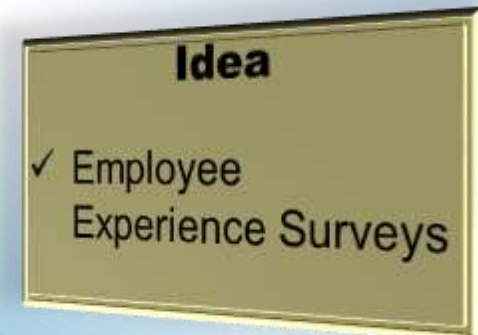
How do you Influence the Employee Experience?

**Referral
Day**

Am I happy
here?

▶ INFLUENCERS

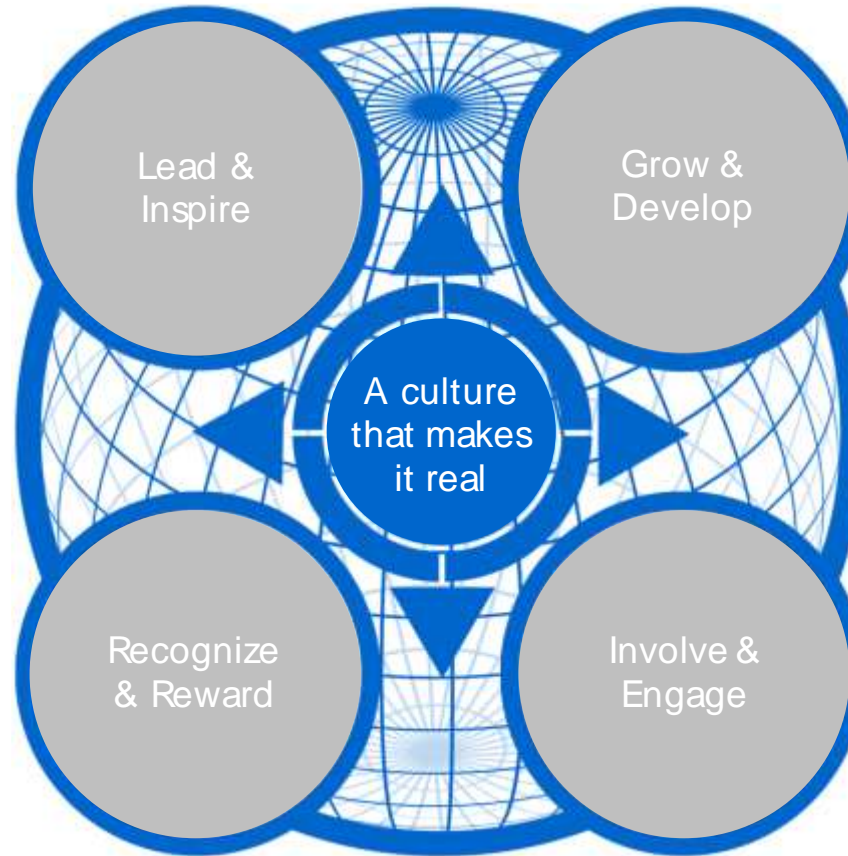
- ❖ “on a scale of 1-10, how likely are you to recommend _____ as a place to work”



People Vision

- Differentiated Leadership focused on Employee Experience
- Engagement to Drive Performance
- Design Thinking to build Great Teams

- Competitive, Market-Related Pay & Benefits Structure
- Performance Related Pay for all Levels
- Recognition of Great Performance



- Transparency around Career Development
- Enhanced Talent Management Strategies
- Impactful Development to Grow Talent

- Create a Collaborative Environment
- Empower People to be Solution Creators
- Automate Processes & Provide Best in Class Tools



Sutherland EX Model



Treat People Special Everyday

The main reason employees work harder and stay longer, is a good relationship with their supervisor



THANK YOU