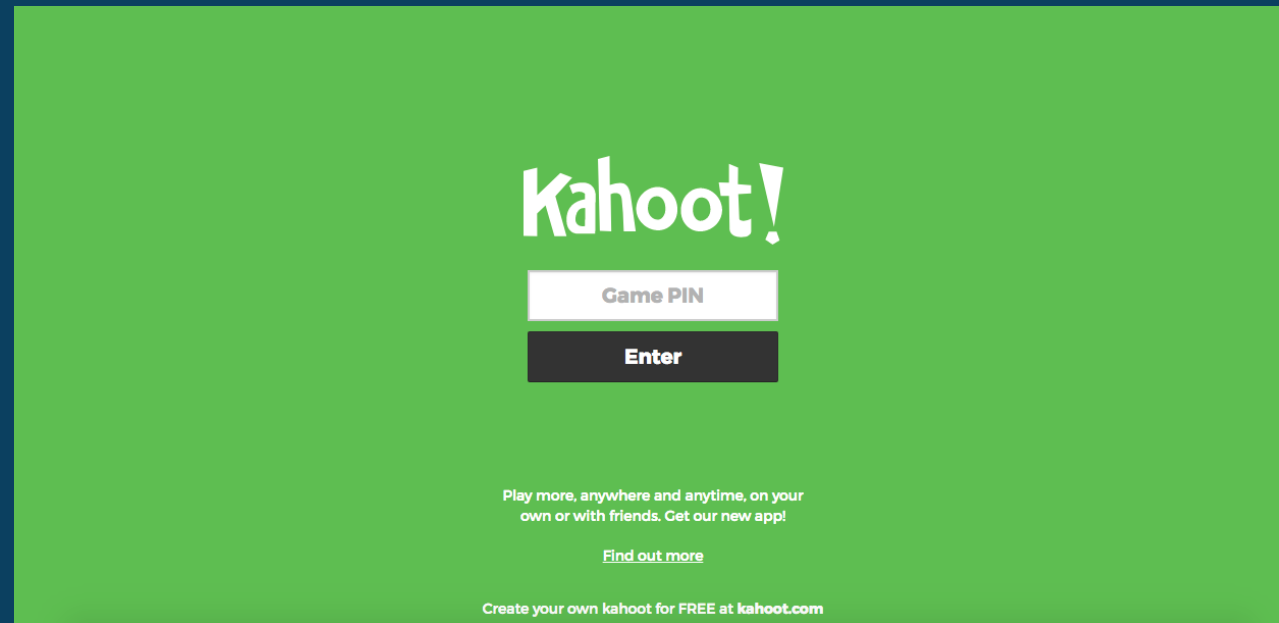


To prepare for today's presentation, please enter the following web address on your smart phone:

kahoot.it

If you already have the kahoot app, you're all set...just open it.



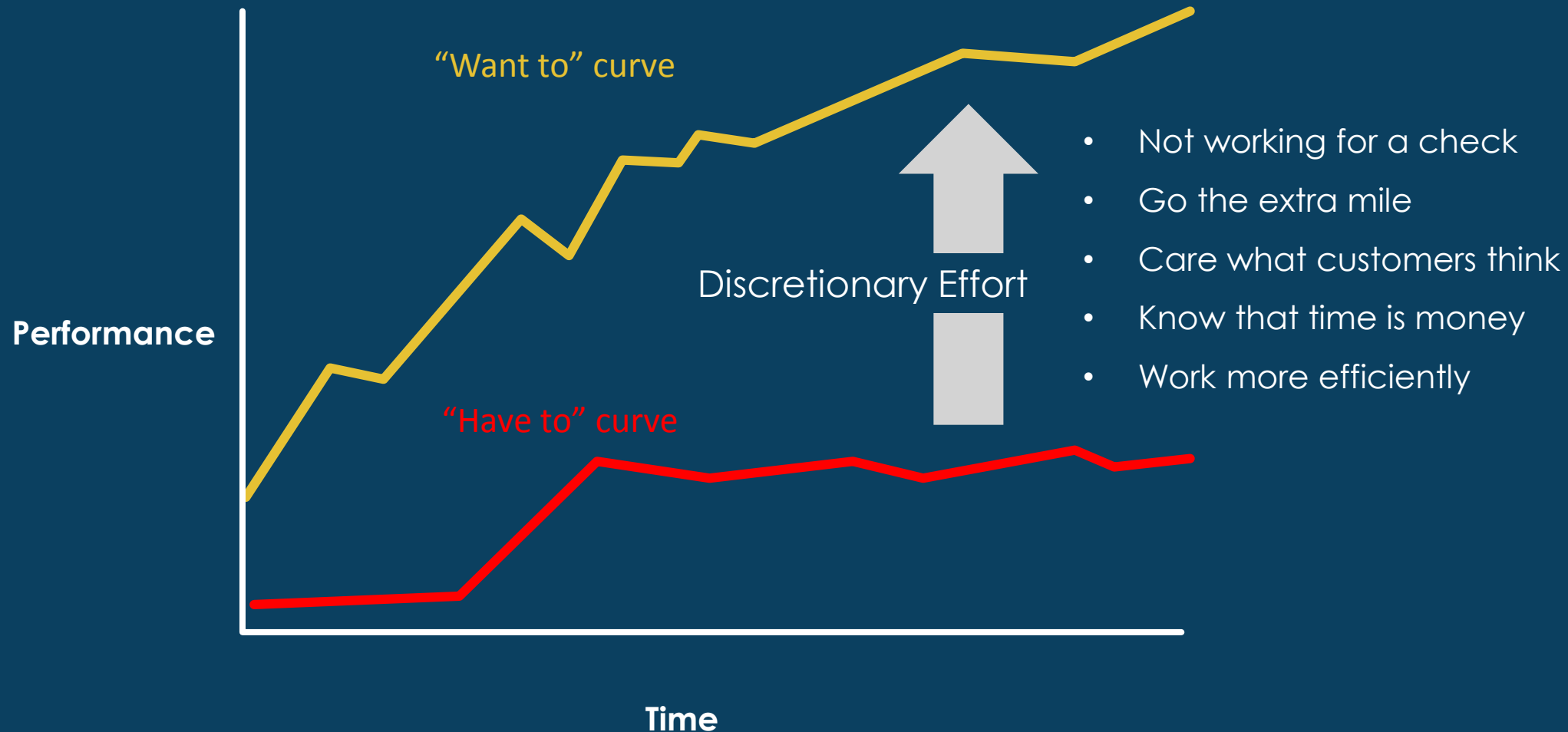
What do “Best in Class” companies do better vs. their competitors?

Employee Engagement

**The emotional commitment
to the company and its goals**

2016 Gallup Study - Employee Engagement in Best in Class Companies

Discretionary Effort



High Engagement Companies

See **6% higher** net profit margins (Towers Perrin)

Receive **5X higher** shareholder returns across five years (Kenexa)

37% lower absenteeism

25% lower turnover (in high-turnover organizations)

65% lower turnover (in low-turnover organizations)

28% less shrinkage

48% fewer safety incidents

41% fewer patient safety incidents

41% fewer quality incidents (defects)

10% higher customer metrics

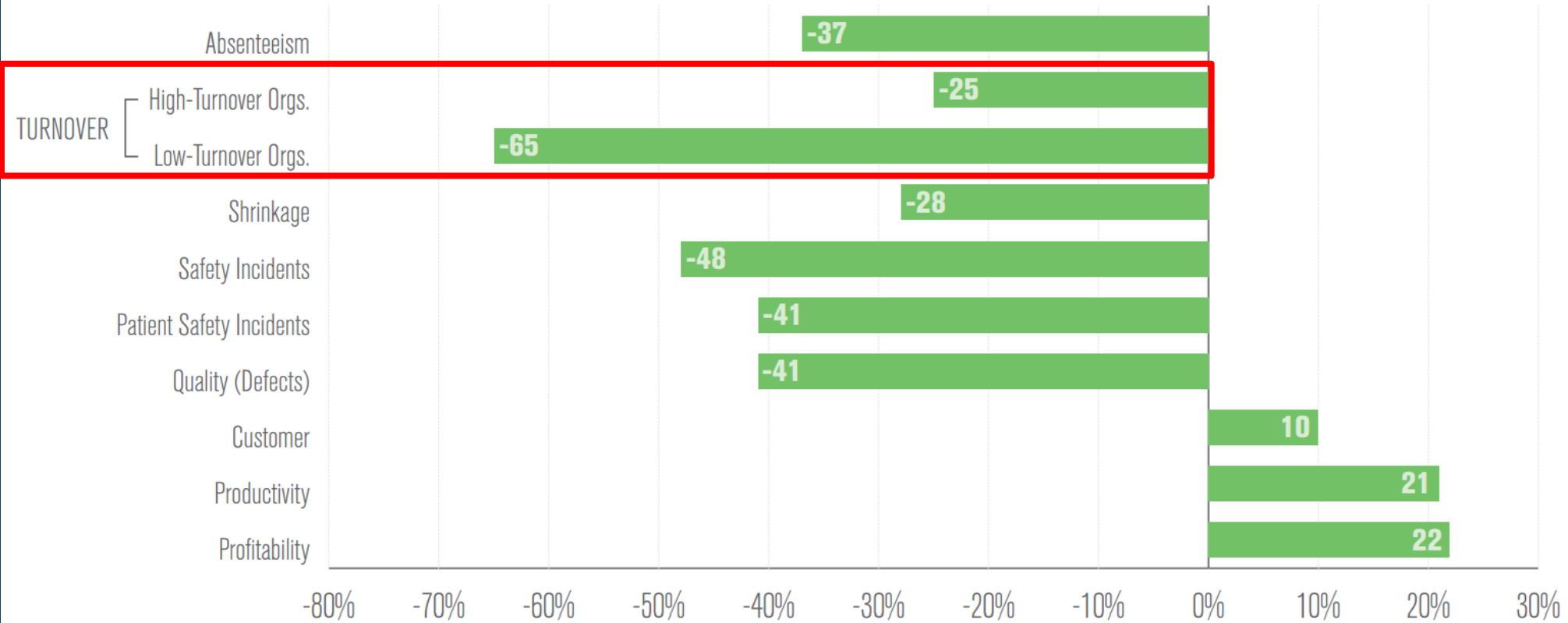
21% higher productivity

22% higher profitability

Engagement and KPI's – Employee Turnover

ENGAGEMENT'S EFFECT ON KEY PERFORMANCE INDICATORS

Median outcomes between top- and bottom-quartile teams

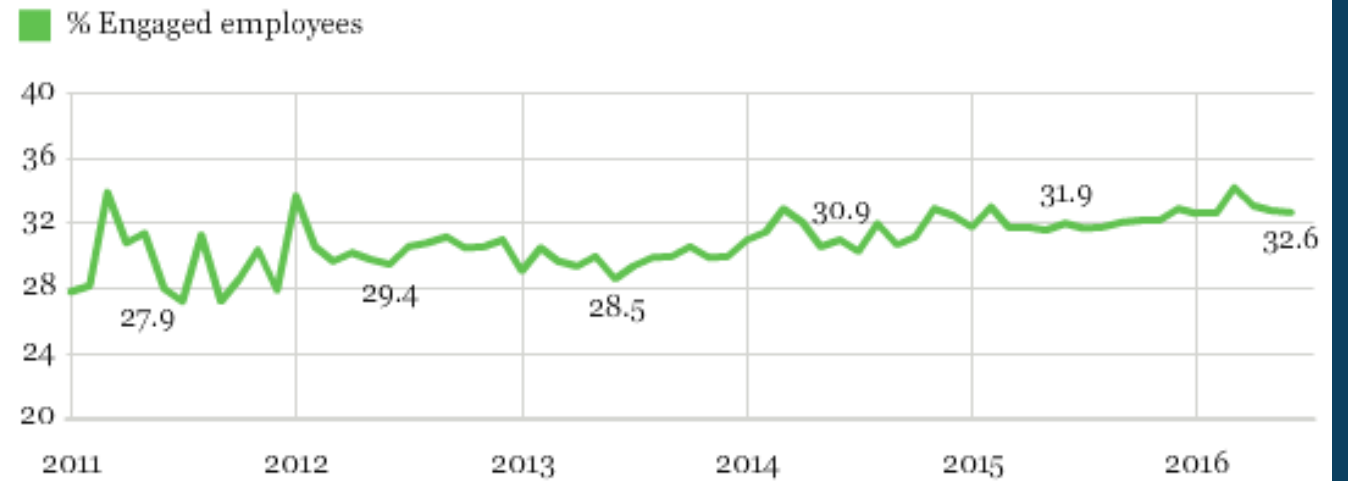


“Best in Class” Employee Engagement

“Best in Class” Companies
Engagement Scores
80 percent and higher
versus
U.S. averages of 32 percent

U.S. Employee Engagement -- Monthly Averages

January 2011-June 2016



Figures shown are for June of each year.

Gallup Daily tracking

GALLUP

Four Primary Drivers of Engagement

7



Job Fit



Manager Impact



Culture



Team Dynamics

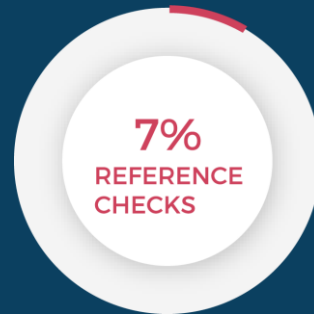
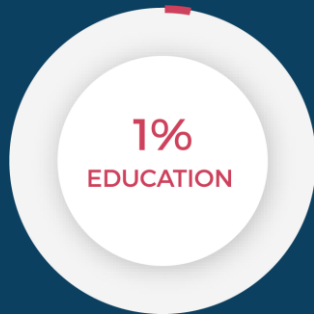
JOB FIT (ALIGNMENT)

8

86% of the Best-in-Class (top 20%) companies now use validated ASSESSMENTS in their pre-hire selection and post-hire HR processes.

On the Job Performance Predictors

POOR Predictors



OK Predictors



The BEST Predictor

Behavioral and Cognitive Assessments Combined with a structured interview process allows for 58%+ predictability



Source: Schmidt, Frank L. and Oh, In-Sue and Shaffer, Jonathan A., The Validity and Utility of Selection Methods in Personnel Psychology: Practical and Theoretical Implications of 100 Years of Research Findings (October 17, 2016). Fox School of Business Research Paper. Available at SSRN: <https://ssrn.com/abstract=2853669>

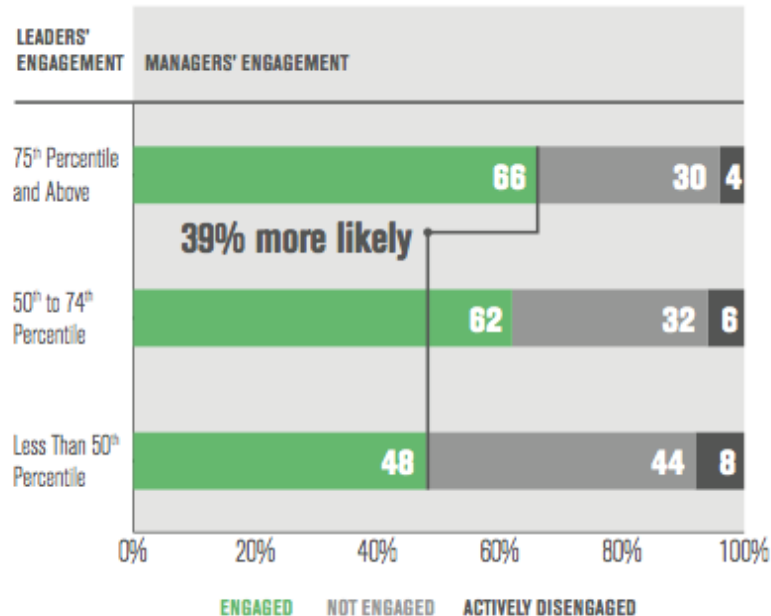


Disengaged managers cost the US
\$90 BILLION PER YEAR

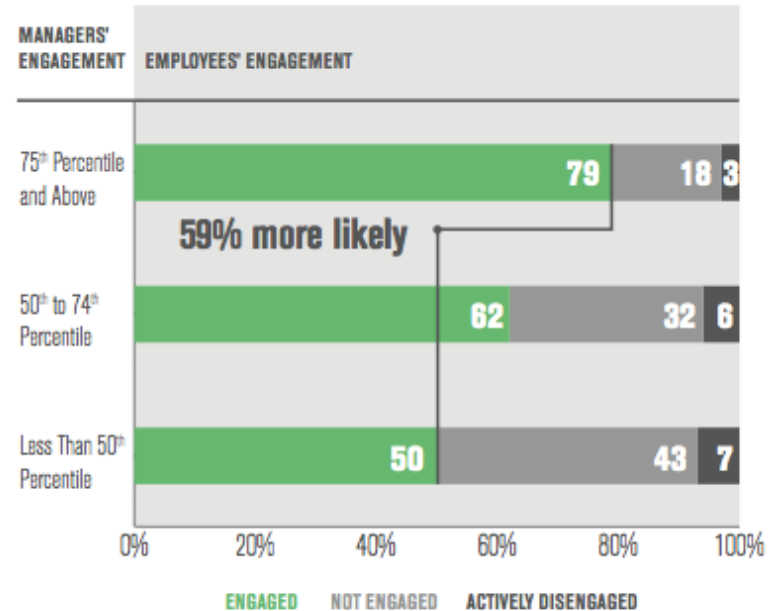
An additional **\$11 billion** is lost annually due to employee turnover.

MANAGERS AND TEAMS

MANAGERS WHO WORK FOR ENGAGED LEADERS ARE 39% MORE LIKELY TO BE ENGAGED



EMPLOYEES WHO WORK FOR ENGAGED MANAGERS ARE 59% MORE LIKELY TO BE ENGAGED

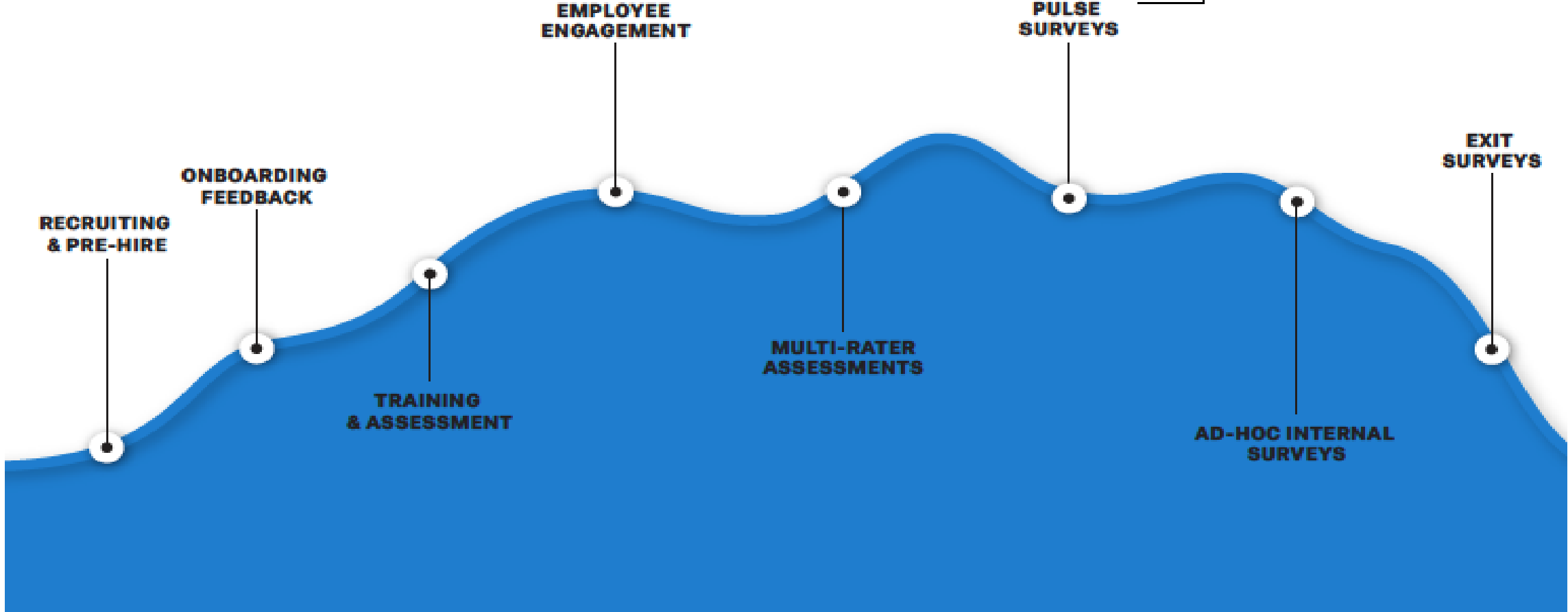


CULTURE AND TEAM DYNAMICS

Team and Culture "Drivers" Consistently Rank as High Impact on Engagement "Want To" Curve

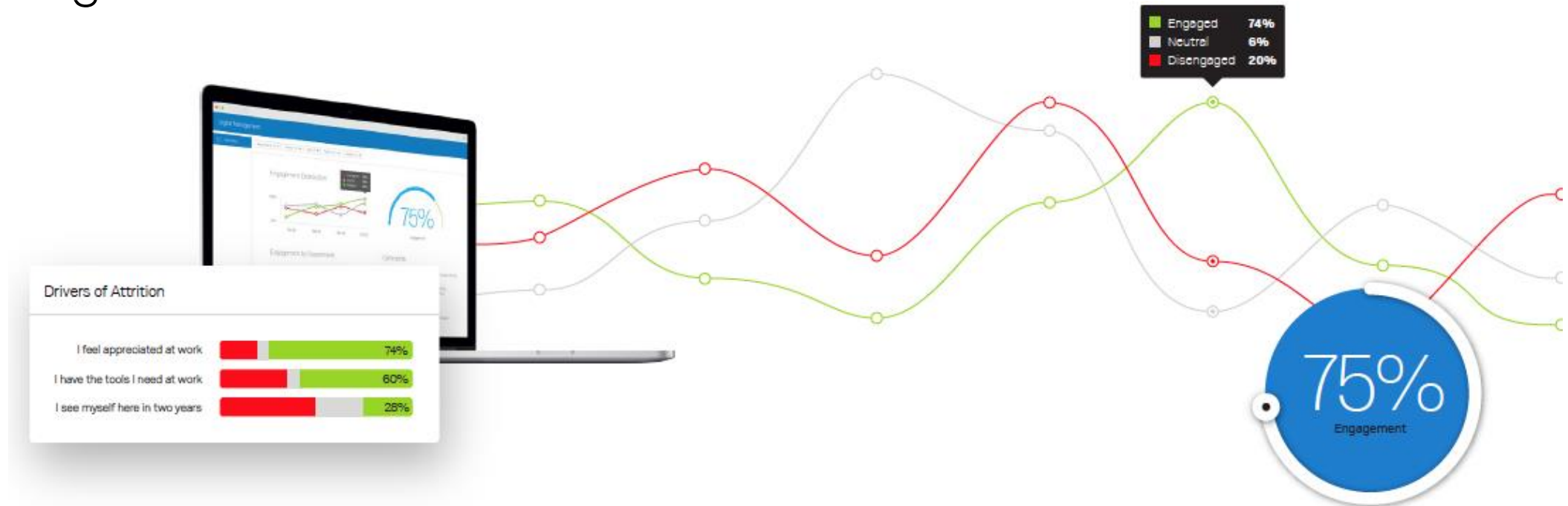


Human Resources Life Cycle Measurement



EFFECTIVE METRICS PROGRAM

- Real-Time Data
- Predictive Technology
- Feedback Sharing Platforms
- Predictive Solutions
- Engagement Advisory
- Long-Term Commitment



THANK YOU



FOR MORE INFORMATION OR
A FREE CONSULTATION

www.hunterross.com



NICK RYBERG
President & Founder

(585) 381-5555
nick.ryberg@hunterross.com

