

What Your Workforce Needs-

And How YOU Can Provide It

The Employee

Employees disengage when they don't get what they need...

...But provide the experience they want, and they will stay and work hard:

23%

of employees QUIT due to a lack of learning opportunities.¹

60%

of employees DON'T KNOW their company's strategy and priorities for success.²

53%

of employees surveyed said reviews DIDN'T MOTIVATE them to work harder.³



19%

TURNOVER RATE for employees who received training, versus a whopping 41% FOR THOSE WHO DIDN'T.⁴

Employees who see meaning and significance from their work are

1.4x

MORE ENGAGED.⁵

Staff who set their own goals

OUTPERFORMED BY A

37%

margin those who were assigned goals.⁶

The Manager

Managers often aren't equipped to effectively manage or provide coaching to their teams...

...But managers with the right tools and skills lead the most productive, inspired teams:

65%

Number of employees surveyed who thought feedback from managers WASN'T SPECIFIC ENOUGH.⁷

71%

of employees prefer feedback AS SOON AS POSSIBLE.⁸

75%

of employees QUIT because of THEIR MANAGER'S BEHAVIOR.⁹



THE TOP 25%

OF COMPANIES ARE 50% MORE LIKELY to give regular employee feedback.¹⁰

43%

of highly engaged employees receive feedback at least ONCE A WEEK.¹¹

Employees receiving strengths-based feedback are

12.5%

MORE PRODUCTIVE¹² and have a 14.9% lower turnover rate.¹³

The Executive

Disengaged workforces and poor talent visibility hurt Executives' abilities to generate revenue and profit...

...But Executives who can get the big picture on their workforces run successful, engaged organizations:

87%

OF EMPLOYEES WORLDWIDE are disengaged, and this costs US companies alone \$370 billion per year.¹⁵

29%

OF CEOs SAY a lack of quality & quantity in talent meant losing out on revenue opportunities.¹⁶

42%

OF BUSINESS LEADERS believe their HR teams are underperforming or just getting by.¹⁷



Organizations with talent analytics have "8% higher sales growth, 24% higher net operating income growth, and

58%

HIGHER SALES PER EMPLOYEE."¹⁸

Companies with "high-quality development plans" see

2x

THE REVENUE PER WORKER.¹⁹

Business units in the top 25% of engagement are 21% more productive and

22%

MORE PROFITABLE.²⁰

So how can you guarantee everyone reaches their potential?

From training to revenue, your company's executives, managers, and employees all face a unique set of challenges. This means your talent management strategy needs to provide a wide range of solutions.

Learn More

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