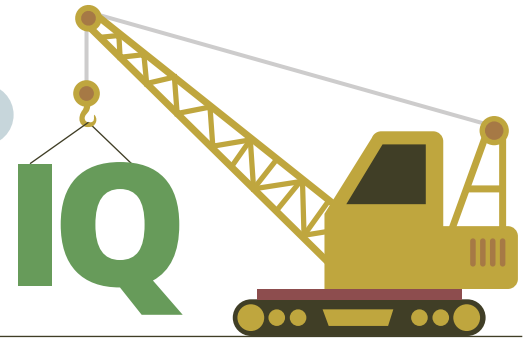


BUILD YOUR EMPLOYEE ENGAGEMENT

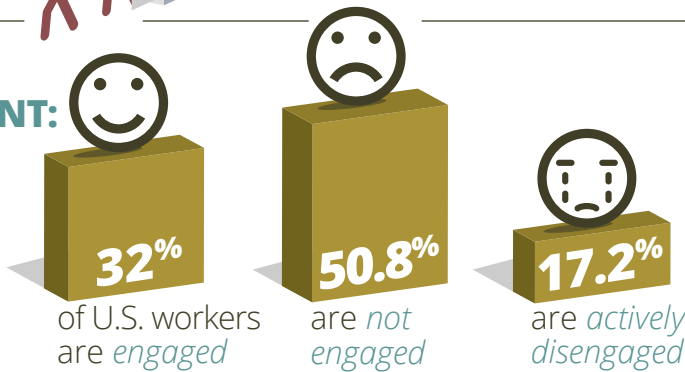


IT'S YOUR LOSS:



The average company loses **20%-50%** of its employees each year
 Cost of replacing employees is **90%-200%** of their salary
\$11 billion is lost annually due to employee turnover

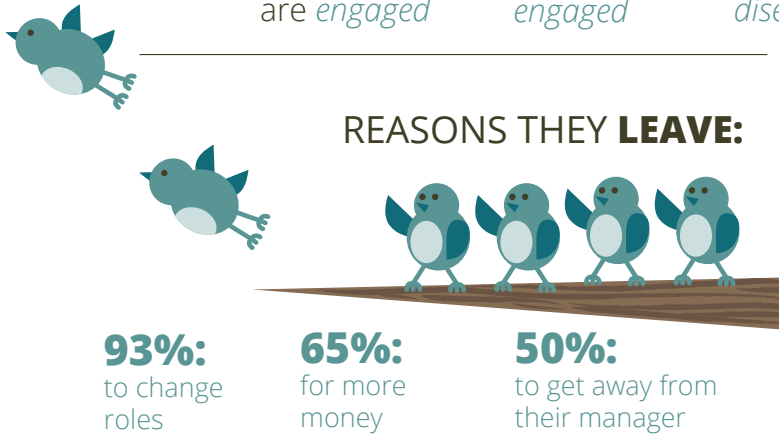
LEVELS OF ENGAGEMENT:



HIGHLY ENGAGED EMPLOYEES ARE:

- 2X** more likely to offer help at work
- 2.5X** more likely to work late
- 5X** more likely to make a referral

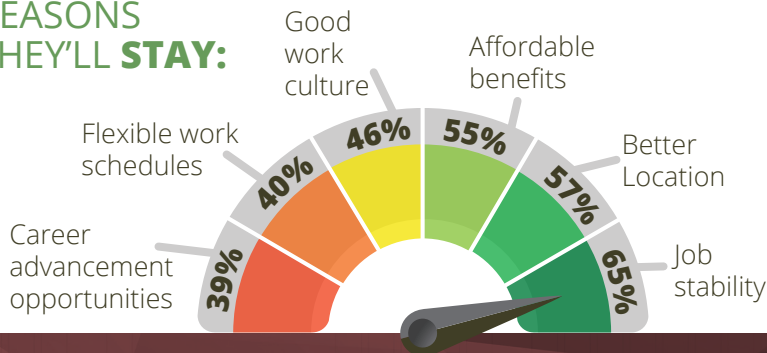
REASONS THEY LEAVE:



TOP ENGAGEMENT DRIVERS:

- Belief in senior leadership**
Where leaders are perceived as effective, **72%** of employees are highly engaged
- Meaningful work**
Employees who understand a company's values are **51X** more likely to be fully engaged
- Growth and development** **78%** would remain longer if they saw a career path with their current organization

REASONS THEY'LL STAY:



WHAT TO DO?

