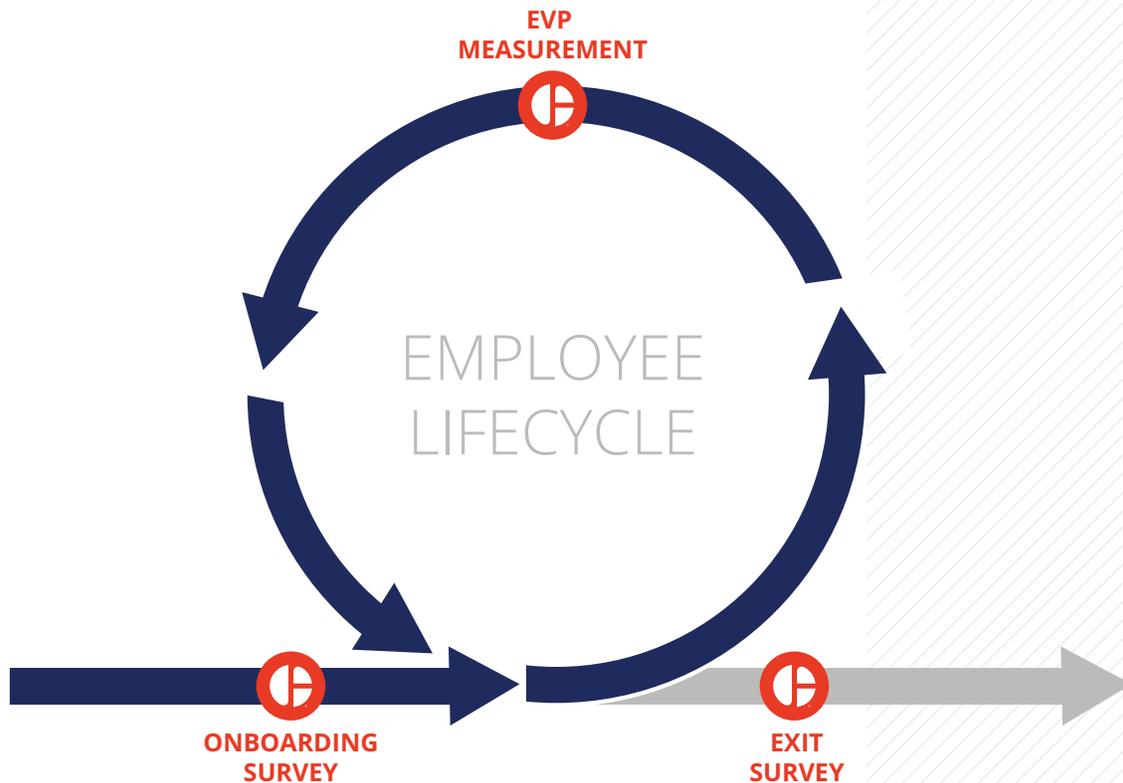


Employee Lifecycle Analytics: Deliver on the Employee Promise

Traditional lifecycle surveys set out trying to pinpoint problem areas, focusing on superficial metrics tied to key drivers of satisfaction, rather than using data to understand whether you're really delivering on what you're promising your people when you hire them.

CultureFactors offers a holistic, cohesive approach that clearly defines the agreements you make with your team during hiring, and measures performance against that agreement throughout the entire employee lifecycle.



Beyond typical exit and onboarding surveys, we help you measure what matters, driving a deep understanding of the promises and gaps in the employee relationship, and identifying how that impacts (or does not impact) attraction, engagement and retention.

EMPLOYEE VALUE PROPOSITIONS: DEFINING THE DEAL

Delivering on a well-defined and valid employee value proposition is one of the best ways to build a true competitive advantage for your company. Unfortunately, great employee value propositions are not aspirational – they must be grounded in data.

They should appeal to the different, critical segments of your employee base across different performance and job levels, lines of business, functional roles and global markets - from new millennial employees to senior leadership. CultureFactors helps you define the real value you bring to your employees, and works from there to help you engineer the most compelling EVP to engage, attract and retain critical talent across your enterprise throughout their career.

EVP SOLUTIONS

- EVP CultureMap Survey
- Employee Interviews & Focus Groups
- Collaborative EVP Workshops
- Branding & Communications Strategy

ONBOARDING SURVEYS

According to SHRM, new employees who attended a well-structured onboarding orientation program were 69 percent more likely to remain at a company up to three years. CultureFactors Onboarding Surveys help you build the type of onboarding experiences that create improved retention, while also targeting areas that can reduce early service turnover.

Designed to be tailored for your organization and administered at multiple points throughout the employee lifecycle, our OnBoarding Surveys provide insight into critical aspects of your hiring and onboarding processes - including new employee readiness, role fit and alignment with EVP and culture.

ONBOARDING SURVEYS

- Online and Paper
- Real Time Administration
- Multi Language Surveys and Reports
- Online or Static Reporting
- Onboarding Survey Item Library

EXIT SURVEYS & INTERVIEWS

The cost of losing a valued employee cannot be overstated, and the value of the data you can collect as they walk out the door is immeasurable.

CultureFactors' highly customizable exit surveys and follow up interviews help you make the most of this crucial time - unearthing key areas to reduce unwanted turnover and helping you discover where your brand and culture no longer generate commitment from your employees.

Our surveys and high-touch interviews get to the root cause of the exit - **whether your organization changed or the employee changed**, and defining whether anything can be done to improve the future likelihood of employee retention for valued employees.

EXIT SURVEYS & INTERVIEWS

- Online and Paper
- Real Time Administration
- Multi Language Surveys and Reports
- Online or Static Reporting
- Exit Survey Item Library

Ready to engineer your culture to meet tomorrow's needs? **Contact CultureFactors Today**

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