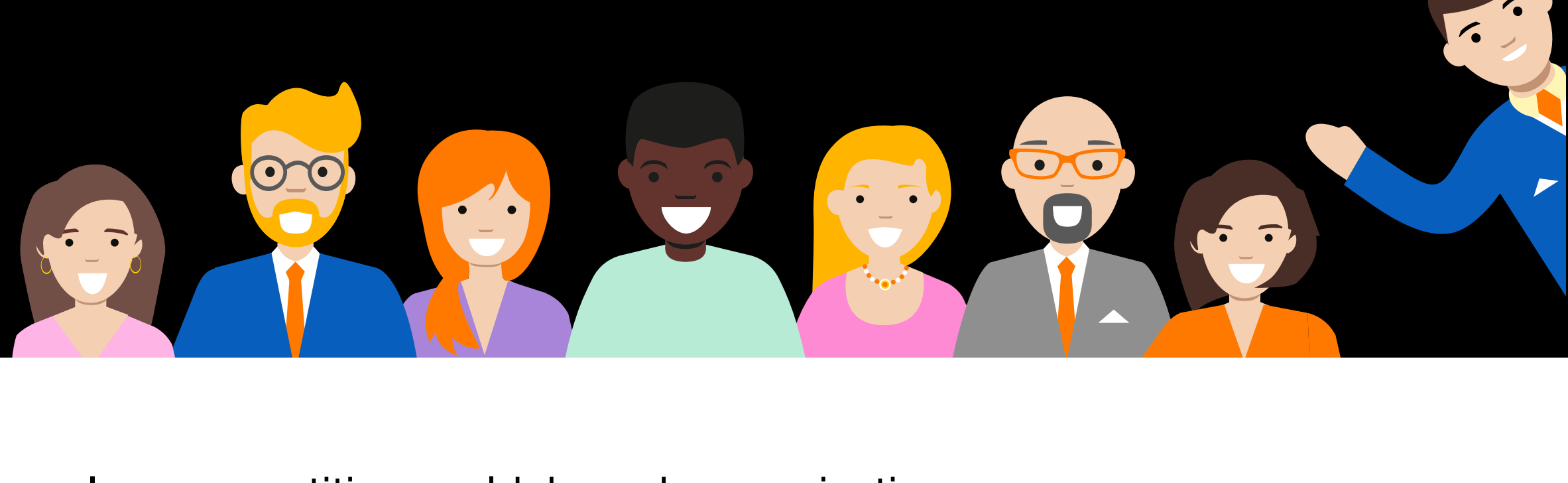




Creating the People Impact



In a competitive world, how do organisations attract, develop and retain talent in their business? They maximise talent to create competitive advantage through the 'People Impact'.

Creating the People Impact isn't easy. There are many day-to-day challenges holding us back.



53%

Just over half (53%) of HR Leaders cite the shortage of required skills available in the talent pool as a major issue

Source: Aberdeen Group



60%

Almost 60% of HR Leaders cite the biggest influence on onboarding is engaging new hires in the company culture

Source: Aberdeen Group

Employee engagement remains a significant challenge



13%

of employees engaged in their job



24%

of employees disengaged in their job



63%

of employees not engaged in their job

Source: Gallup



1%

Less than 1% of an 'average employees' working week is available to learn something new.

Source: Aberdeen Group

38%

of HR leaders felt strongly that the challenges of HR can be summed up as, 'engagement, engagement, engagement.'

Source: Society for Human Resource Management



The addictive effect

In research conducted by Gallup, they found that four human capital strategies combine in a powerful way to add up to 59% more growth in revenue per employee.



Select the right managers



Select talented employees



Create a culture of engaged employees



Focus on strengths

Additive Effect on Revenue Per Employee

+27%

+6%

+18%

+8%

Combined Effect on Growth Potential

+27%

+33%

+51%

+59%

A collaboration hub enables the people effect

Attract

Creating external communities that immerse potential talent in your people, brand and culture

Onboard

Providing new hires with access to your corporate knowledge, people and culture

Develop

Enabling people to learn the way they want to learn and grow through the collective power of your people

Engage

Connecting your people to corporate direction and goals, recognising success and making them feel they contribute

Retain

Creating a workplace that is engaging and collaborative where people feel valued and are developed

What distinguishes best in class

When it comes to people and the employee lifecycle, there are a number of factors that distinguish best-in-class according to the Aberdeen Group.



2.2x

More likely to closely align their employee engagement plan with their performance management strategies



94%

More likely to use technology-enabled, online social recognition tools to recognise their employee's efforts



76%

More likely to deliver learning in different ways to appeal to a variety of learners



39%

More likely to measure employee engagement with the onboarding process to ensure employees understand what's expected of them

The Jive effect

Organisations that are utilising the Jive collaboration hub at the core of employee engagement and collaboration see the benefit

30%

Reduction in onboarding time

24%

Reduction in employee turnover

28%

Increase in productivity

90%

Experience more job satisfaction

95%

Feel more connected to colleagues

85%

Report an increase in strategic alignment