



Assess for Success

Transforming the Great Resignation
into The Great Hire

Your Presenters Today



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Today's
Talking
Points



- 01** Market Trends
– Looking Beyond the Great Resignation
- 02** Net Talent Gainers & Recruiting to Retain
- 03** Employee Experience Research:
Key Drivers of Talent Retention
- 04** Client Stories
- 05** 5 Hiring Considerations to Drive Better
Retention



Market Trends:
Great
Resignation



41% of employees will leave their current job in the next 3-6 months

54% of employees leaving as they don't feel valued

McKinsey
& Company



Interaction not transactions



Market Trends: Great Hire

McKinsey
& Company

36% quit in the last months did so without a new job in hand

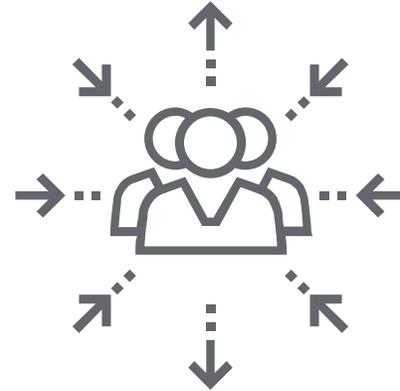
“Overall vacancy levels are increasing at the quickest rate for 23 years”




Willis
Towers
Watson

73% of organizations are having difficulty attracting employees, up from 26% last year. Similarly, 61% are now struggling to retain talent, up from 15% last year.

Net Talent
Gainers...



The goal for many organizations today is to be a net talent gainer, hiring more employees than they lose, with as much focus on why people join and stay as to why they leave.

High Performance Retention drivers

- The top predictors of retention in financially successful companies
- These are all levers we can pull today

MOST-CRITICAL ITEMS

- Able to achieve personal career objectives
- Have opportunities to develop and grow
- Rewarded fairly for work done
- Company matches pay to performance
- Have opportunities to learn new skills
- Performance is evaluated fairly
- Support for equal opportunity for all
- Support for workplace diversity
- Leaders encourage employees to give their best
- Leaders communicate openly and honestly

#1 TOTAL REWARDS

Growth

Fair Pay

Capability

#2 PURPOSE

Inclusion

#3 PEOPLE

Trust

Retention

WTW
research
provides key
insights

Slido Polls

Are you currently experiencing problems attracting & retaining talent?

Yes



No



Not Yet (but we might in the future)



Which two retention drivers does your organization have the biggest challenges with:

Growth (achieving career objectives & opportunities to develop)



Fair Pay (rewarded fairly & pay is matched to performance)



Trust (open & honest leadership, encouraging employees to give their best)



Capability (fair performance evaluation & opportunity to learn new skills)



Inclusion (a diverse workplace with equal opportunities for all)



Global Insurance Case study

Initial Business Challenge

- Identify higher quality candidates likely to sell more policies and drive sales growth
- Provide a candidate experience that is engaging, interactive and sets the organization apart from its competitors



Benefits to the Organization

- Results indicate that those who score higher on the assessment outperform candidates with lower assessment scores on every sales metric
- Assessment scores are correlated with retention status

Perfetti van Melle Case Study

- ✓ Being globally standardized and flexibility doesn't need to be a trade off
- ✓ To hire for retention, it is about hiring your people
- ✓ You need to look beyond the hiring step and offer development early
- ✓ Use data to inform your approach to talent activity



Measuring
Assessment
Effectiveness
for Talent
Attraction
and
Retention



1

Use fair and objective measures to mitigate potential breeding grounds for bias.

Are you maintaining a diverse applicant pool throughout the process?

2

Build a process for long term. Measure what is needed now, potential for the future and cultural fit

Are your high-potential candidates reaching the final stages of your selection process?

3

Understand what matters most to candidates and deliver a positive experience to avoid missing out on the talent attracted.

Does your recruitment process reflect your value proposition?

4

Ensure processes are efficient to avoid losing talent attracted and assessed to competitors

Do you have a low-rate of renege offers?

5

Change the focus from cost per hire, to the value of the hire.

Do you measure the value of retained, successful, performers?

② Questions



Leadership in the Fast Lane

Part 1: 18th November 11am

Part 2: 2nd December 11am



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Reskill, Redeploy & Retain
With

RICOH

24th November 12pm



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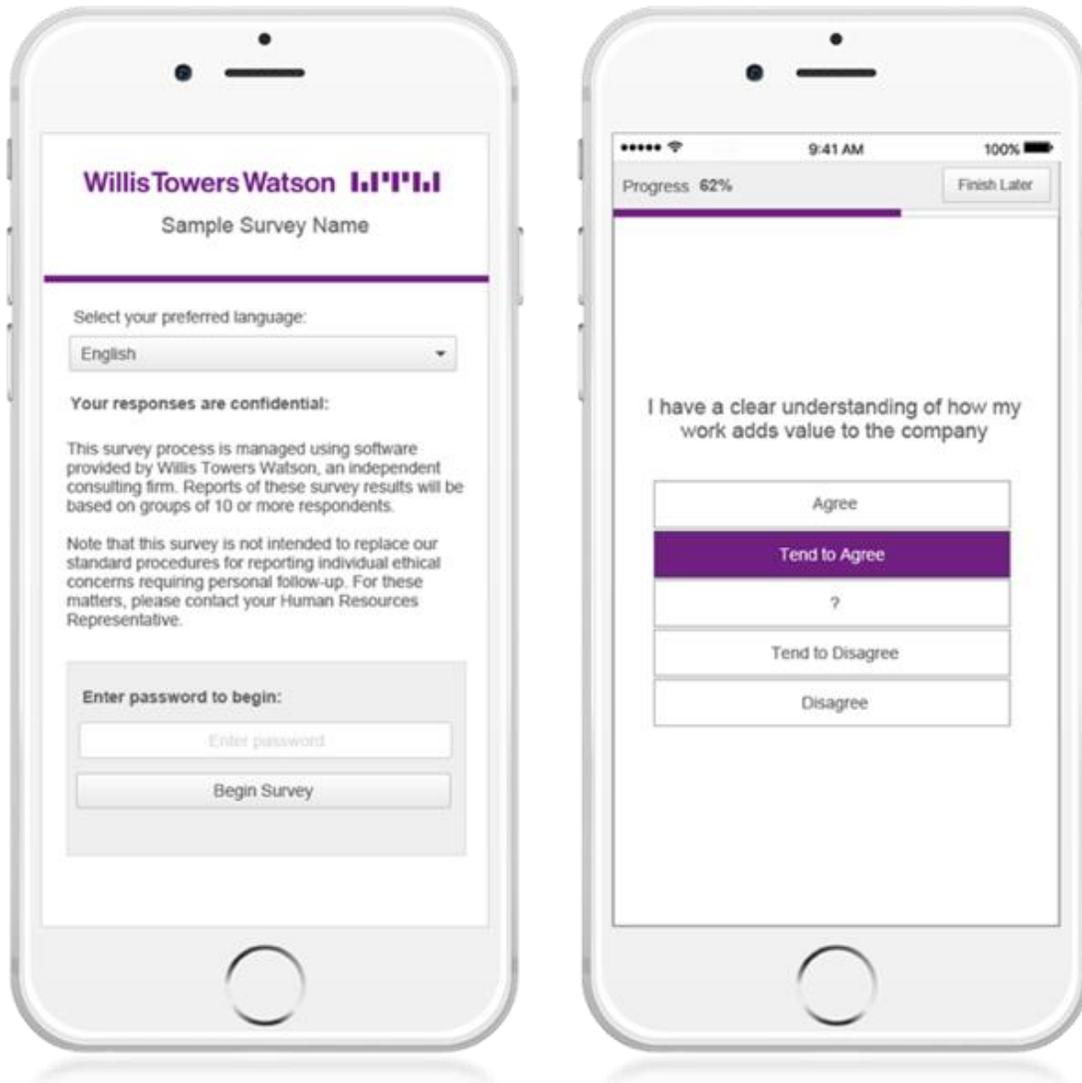


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Talent Retention Survey



Fast to deploy

Unrivalled country, sector, function and high-performance norms

Easy to complete

Actionable insights

High data privacy, security & confidentiality standards

Example questions

- I am confident I can achieve my personal career objectives with this company.
- How good a job do you feel the company is doing matching pay to performance?
- This organisation's senior management communicates openly and honestly to employees.
- The amount of stress I experience on my job seriously reduces my effectiveness.
- I believe this organisation is environmentally responsible.

Using a suite of solutions that power an integrated talent strategy



Supporting organizations with

Improving retention

Better collaboration & creativity across teams

Identifying potential

Engaging candidates throughout the selection process

Improving the diversity of hires & promotions

Bringing a new leadership team together

Navigating change & transformation

Delivering a consistent talent strategy

Screening large numbers of candidates

Equipping people managers to develop their people

Increasing the caliber of their talent pools

Identifying successors for their board

Saville Assessment

Willis Towers Watson

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