



Retention Value Analysis – RVA

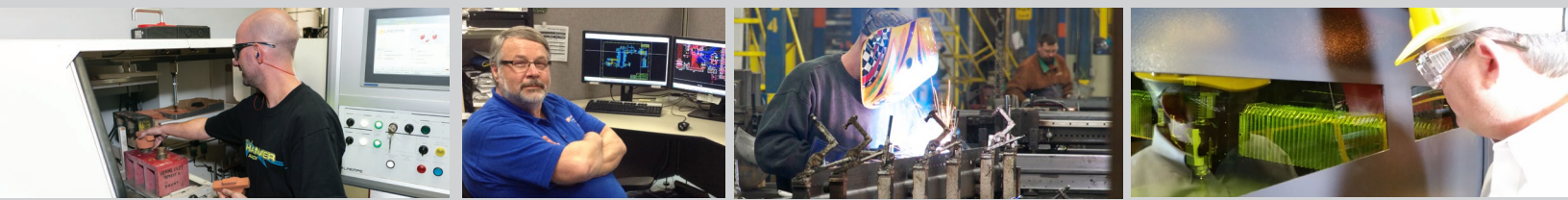


Are you experiencing employee retention issues?

Do you know why people stay? Do you know why people leave your company?

Are you hearing rumors that key employees are thinking about leaving?

Do you have a prioritized plan to improve employee retention?



The Retention Value Analysis -RVA tool is a customized diagnostic tool which profiles the organization and overall across the following seven key employee retention factors:

- Company Vision, Values, and Culture
- Leadership and Management
- Communication
- Recruitment and Selection
- Career Opportunity
- Compensation, Benefits and Rewards
- Work Environment

The WMEP Retention Value Analysis – RVA is typically administered to all company employees or selected groups within the organization via survey software. Once responses have been gathered, the results are validated through a facilitated session with employees then the results and recommendations are reviewed with company leadership.

RVA – benefits include:

- A data driven approach to employee retention. Quantitative and qualitative response summaries and scores to give you a complete view of employee retention.
- RVA Maturity Model (Profile of your business across five levels of maturity –i.e., Innocence, Awareness, Understanding, Competence, Excellence). Gaps across the seven retention factors are identified.
- Recommendations for closing retention gaps based on leading practices.
- Improving employee retention is a key to sustaining a competitive advantage and sustainable profit.

Getting started is easy. Contact a WMEP Business Development Leader or Account Manager who will work with you to determine the right path toward maximizing the impact on your business.

Human Capital Services

Key services include:

- Talent Management/ Workforce Planning
- Employee Engagement and Retention
- Succession Planning
- Organizational Design
- HR Operations and Optimization
- Leadership Development
- Employee Training & Development
- Performance Management Programs
- Change Management
- Executive Coaching



How you succeed is unique to you, your company and employees. Custom processes and programs can be created to reflect that need.

This is why we partner with you and your team to create processes and programs that help you meet your unique company and employee goals which will contribute to your organization's success.

Customized services available include:

- Talent/Workforce Planning Roadmaps — Based on Your Strategic Business Objectives
- Training Curriculum Design — Mapped to Your Competency Models/Job Roles
- Employee Engagement Surveys
- Competency Models and Career Paths — Mapped to Your Organizational Structure
- Executive 360/Upward Feedback Programs



It's as simple as a conversation with a WMEP Human Capital consultant, who will work with you to determine the right path toward maximizing the impact on your business.

Jim Sullivan



Milwaukee
608.354.1346
jsullivan@wmep.org

Eric Decker



Milwaukee
414.429.2252
decker@wmep.org

Mark Hatzenbeller



Northeast Wisconsin
920.246.0051
hatzenbeller@wmep.org

Andy Broderick



Southwest Wisconsin
608.630.4028
broderick@wmep.org