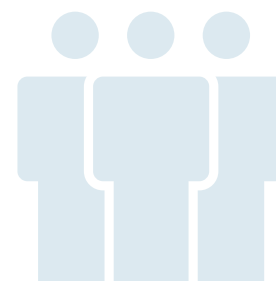
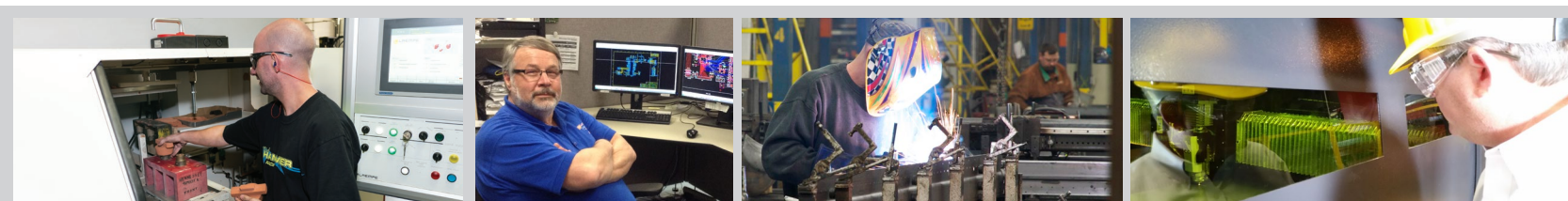




Retention Value Analysis – RVA



- 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?
- Do you have survey results but are struggling with turning them into action?



Improving employee retention is more than filling out a survey. The process includes defining what drives employee retention (a survey), conducting analysis and developing highly actionable recommendations based on best practices and turning plans in to action.

We will tailor our approach to what works for you as follows:

Survey Inputs	Analysis and Recommendations
WMEP Customized RVA Survey (with analysis and recommendations).	WMEP administers the customized WMEP RVA survey, analyzes data and makes recommendations based on best practices.
WMEP Standard RVA Survey (with analysis and recommendations).	WMEP administers the standard WMEP RVA Survey, analyzes data and makes recommendations based on best practices.
Company has their own employee retention survey. Seeking an independent, confidential third-party for survey administration and analysis.	WMEP administers the client's employee retention survey, analyzes data and makes recommendations based on best practices.
Company has survey data from a previously administered non-WMEP survey. Looking to turn survey data into action.	WMEP takes data from client survey, analyzes it and makes recommendations based on best practices.
WMEP Standard RVA Survey (non-customized, w/o analysis and recommendations).	WMEP administers the survey and compiles the results for your interpretation. No analysis or recommendations based on best practices.

The Retention Value Analysis -RVA tool is a diagnostic tool (which can be customized) that 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

Human Capital Services

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.



Key Human Capital services available from WMEP 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

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.

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