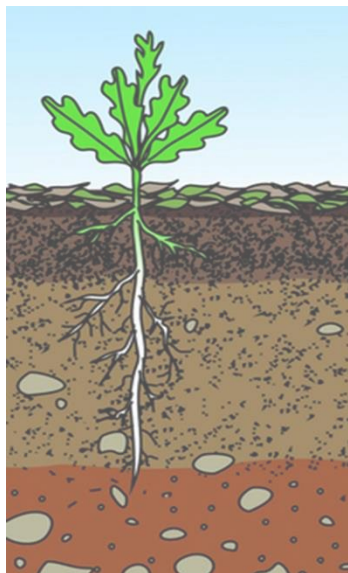


# Retention Audit



## Root Cause

### Step One

#### Information/Data

We dig deep with 20-25% of your workforce. Confidential, questions on empowerment, leadership, management, culture, relational, training, appreciation, expectations, communication, trust, future, and opportunity.



**Result:**  
**Empowerment/Engagement Scores/Effective Communication Scores/Percent of Potential Turnover & Potential Retention**

### Step Two

#### Strategy

We develop a strategy based on the data collected from the surveys and questionnaires completed. We align the strategy with the real culture that was uncovered in the Audit.



**Result:**  
**A pinpoint strategy that addresses the uniqueness of the business culture present.**

### Step Three

#### Execution

This is the most difficult part of any strategy, execution! Leaders must become “execution accelerator’s”. Three necessary components to successful execution, Driver, Monitor, and Adaptation. Do these things to create momentum.



**Result:**  
**We will help develop a team of execution accelerators and drive the process until we can prove employee retention is increasing.**

A 2016 study found that businesses with high employee empowerment scores had a **64% greater likelihood for higher retention** than those that didn't. \*Relias

Forbes Magazine suggests that of 500 CEO's 82% of them feel their organization is effective at Strategic Planning. But Harvard Business Review found only 16% of top leaders were rated effective at strategy or execution.

Execution will be at the center of your success. We must shrink the gap of what we say we want and the results we are actually getting. Leadership is the gap shrinker and execution accelerators.

**D.G. Phillip & Associates** has more than 23 years of experience starting businesses, leading organizations, retaining employees, developing successful strategies, executing those strategies, and developing leaders to do the same. Consider scheduling a 20-minute virtual no obligation workforce development introduction. If you see the potential value we can add to your team and organization the next step would be to schedule a no obligation on-site workforce exploration adventure. Contact us in the following ways:

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