

Founded in 1901, MRA is the largest employers association in the Midwest, serving 2300 employers throughout Wisconsin, Illinois, and Iowa, covering close to a half million employees. An expert in optimizing human resources, MRA applies its talent, tools and training to help organizations achieve their business objectives.

Start Your Retention Strategy with your talent.

• How engaged are your employees?

• What do new hires experience?

• Why do employees stay?

• Why do they leave?



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Retention Solutions



With solid information and metrics in hand, you can build a solid **Talent Retention Strategy.**

NEW HIRES

Within the first 18 months, up to 40 percent of new hires leave.

SOURCE: Center for Creative Leadership

CURRENT EMPLOYEES

Nearly three-quarters of employees are either indifferent to their work or actively disengaged. Nationwide, this decreased productivity costs employers over \$300 billion annually.

SOURCE: The Gallup Organization

EXITING EMPLOYEES

The cost of replacing an employee ranges from six months salary for an hourly employee to 18 months salary for a professional employee.

SOURCE: The Hay Group

Your plan for

Talent Retention is

strolling the halls right

now; sitting in meetings;

viewing the company

with fresh eyes; and

unfortunately, walking out

the front door.

By grounding your strategy in the experiences and perspectives of your new, current, and departing talent, you have powerful and quantifiable insights to benchmark and build your plan. And with a strong plan, you can realize:

- Increased productivity
- Enhanced customer satisfaction
- Decreased turnover and hiring costs

MRA: Retention Information Experts

You need useful information to quickly and accurately determine key issues for your business. MRA has the experts and tools to do just that. As a third party, MRA's HR Professionals are adept at asking the right questions, interpreting the data, and providing information that is essential to a successful Talent Retention Strategy.

1.) New Employees: New Hire Survey

Retention starts on Day 1. MRA's trained interviewers conduct, one-on-one telephone interviews at predetermined intervals to uncover issues that could lead to unwanted turnover. You receive individual written reports and recommendations, as well as aggregate and trend information.

2.) Current Employees: Employee Opinion / Engagement Survey

Engaged employees are passionate about work and focused on achievement. This translates to improved productivity, customer service, and retention.

MRA's Employee Engagement Survey shows you how satisfied and engaged employees are on a variety of measures. The Engagement Index provides data on loyalty, willingness to "advocate" for your company, and commitment to give discretionary effort. These are critical measures in understanding how best to retain employees.

3.) Departing Employees: Exit Interviews

To reduce employee turnover, you need to identify your company strengths and vulnerabilities. Exit interview feedback is key. MRA's professionals gather this information through telephone interviews. Understanding and acting on the information you receive will help retain valued employees. You will also receive written reports on aggregate and trend information.

Whether you are looking for expertise on one element of your plan, or start-to-finish assistance on a complete retention strategy, MRA is your partner. Our expertise also extends to areas that support your Retention Plan, including onboarding, coaching, training, competency management, compensation review, and more. Our 150 HR and business professionals can provide you with solutions that help your business thrive.

To find out more about our services, contact us. We welcome the opportunity to discuss your needs, and share our observations about successful Retention Programs.

In **Wisconsin**, contact Lynda at 800.488.4845 or lyndap@mranet.org

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