



RECRUITMENT & RETENTION

TRAINING & DEVELOPMENT



DESCRIPTION

Utilizing our systematic and rigorous diagnosis process, CTR Factor precisely identifies the root causes of employee attrition. Through a researched based methodology, a fact-based action plan is developed with a result driven execution process. This robust plan focuses on effective execution from the insights acquired through empirical research. This research identifies key patterns and behaviors among the desired cohort that lead to higher attrition rates. After identifying the pain points, CTR Factor's proprietary 6 phase plan is put into action.

The success of this plan is calculated through a vigorous measurement regime to ensure that positive and negative deviations from the plan can be identified and addressed quickly, with true measurable success that has been achieved accurately and objectively.

GOALS & OBJECTIVES

After the completion of this program you will have:

- Improved retention rates
- Customized comprehensive retention plan
- Customized retention scorecard

PHASE 1 PROCESS

DIAGNOSE

- Obtain Secondary Data
- Obtain Primary Data
- Analyze & Synthesize Data

PHASE 2 PROCESS

ACT

- Incorporate information, input & insights from diagnose phase into targeted strategies & focused tactics.
- Identify details around strategies and tactics relevant to execution
- Identify key owners to execute on tactical initiatives and specific actions within the allotted timeline.

PHASE 3 PROCESS

MEASURE

- Obtain consensus with key decision makers on criteria for scorecard
- Design a scorecard based on the pre-determined criteria
- Deploy scorecard on a large scale in accordance with the governance process for response actions

PHASE 4 DELIVERABLE

BENCHMARK

- Finance organizations in similar corporations the industry
- Best in class companies in other industries
- Specific companies that the department leadership may wish to benchmark

PHASE 5 DELIVERABLE

INSIGHTS

- Career levels and functions in which attrition is most likely
- Attributes of most vulnerable assets and pre-attrition signals
- Root causes and primary triggers for departure
- Cultural best practices that create inclusion

PHASE 6 DELIVERABLE

OUTCOMES

- Comprehensive retention plan
- Vulnerable list characteristics
- Retention scorecard