

How to Measure the Impact of a Great Employee Experience

December 10, 2019



Some of the critical questions and issues we will be answering today

- Past, present and future definitions of “impact”
- How to help companies understand the best ways to measure and demonstrate the impact of well-being and engagement programs
- Steps for connecting program results to business metrics



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Today's Presenters



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Limeade



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Limeade



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The Conference Board



Impact */im-pact/*

verb

have a strong effect on someone or something

Goals

1. Past, present and future definitions of impact
2. Understand the opportunity
3. Leave with tangible actions you can take to define and measure impact



How do you currently measure the impact of your program?



Who's asking to see
impact data?



What's done with the information? How is it used?



What's working well?



What's not working?

Past, present & future

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Examples

Well-being

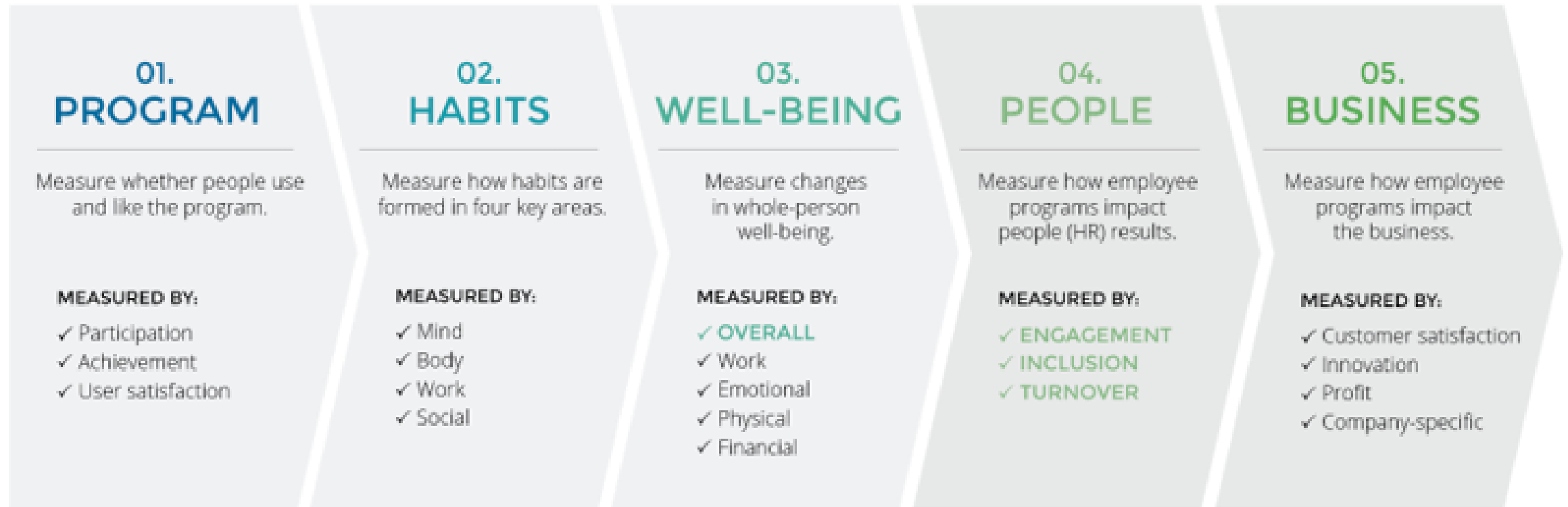
Diversity &
inclusion

Learning

Engagement

LIMEADE RESULTS MODEL

Successful **PROGRAMS** foster participation and help people build **HABITS** that improve their **WELL-BEING**. This impacts how **PEOPLE** feel and perform at work, which leads to better **BUSINESS RESULTS**.



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Dollars and Cents

Burnout may cost up to

\$17 Billion

a year across all
U.S. physicians

AONHewitt

Turnover costs
businesses

Up to 213%

of annual salary for
highly skilled
employees

 CredentiaCare
Resource Center

Companies with high
engagement are

78% more

profitable and
40% more productive

Center for American Progress


Activity

Impact Calculator

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Example Calculator

AVERAGE COST OF TURNOVER

$$\text{NUMBER OF EMPLOYEES} \times 0.22 \text{ (average turnover rate)} \times \$45,000 \text{ (75\% of average salary)} = \text{AVERAGE ANNUAL COST OF TURNOVER}$$

$$\text{_____} \times 0.22 \text{ (average turnover rate)} \times \text{_____} \text{ (75\% of average salary)} = \text{_____}$$

COST OF DISENGAGEMENT

$$\text{NUMBER OF EMPLOYEES} \times 0.17 \text{ (average \% of actively disengaged employees)} \times \$20,400 \text{ (34\% of average salary)} = \text{AVERAGE ANNUAL COST OF DISENGAGED EMPLOYEES}$$

$$\text{_____} \times 0.17 \text{ (average \% of actively disengaged employees)} \times \text{_____} \text{ (34\% of average salary)} = \text{_____}$$

<https://www.limeade.com/impact/>

Take Action

- Create and define **YOUR success metrics**
- Meet and create **alignment**
- Connect what YOU do to what your **leaders CARE** about
- Use technology to **measure success**



Q&A



Thank You!

Prove value with program
insights and analysis

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Related Resources from The Conference Board



Publications

[2019 DNA of Engagement: How Organizations Create and Sustain Highly Engaged Teams](#)



[Job Satisfaction 2019: Satisfaction Continues to Rapidly Increase in a Very Tight Labor Market](#)



Webcasts

[Your Company's Future: Putting Analytics to Work](#)

December 18, 2019



[How Nielsen Tackled High Musculoskeletal Claims & Workforce Chronic Pain](#)

January 15, 2020

