

cohesion

Reach. Engage. Retain

YOUR PROGRAMME, YOUR REPORT EXITS AND RETENTIONS



INTRODUCTION

We surveyed 30 employees, asking each of them 5 questions.

These have allowed us to identify trends and meaningful data that will be presented throughout the report.

THE QUESTIONS

Q1. Specifically what factors mean you enjoy your current job? Why do they contribute to you staying with the company?

Q2. If you were approached by an external recruiter about a new role elsewhere, what reasons would you give them for wanting to stay here?

Q3. Where would you like to be in the business 2 years from now? What training and development will you need to help you get there?

Q4. Think back over the last 12 months to a time when you have felt most frustrated about your current role. What factors contributed to that frustration? What eventually happened to lower that frustration?

Q5. What are the key reasons that caused you to leave your last two jobs? Are there factors from your previous jobs that you hope to never experience here?

RETENTION INTERVIEWS STATUS

Status	Division A	Division B	Group	Total Company
Completed interviews	103	92	1	196
No Contact x3	27	26	1	54
Wrong contact details	20	7	0	27
Declined interview	7	9	0	16
Interview pending	2	6	2	10
Total employees reported for Interviews	159	140	4	303

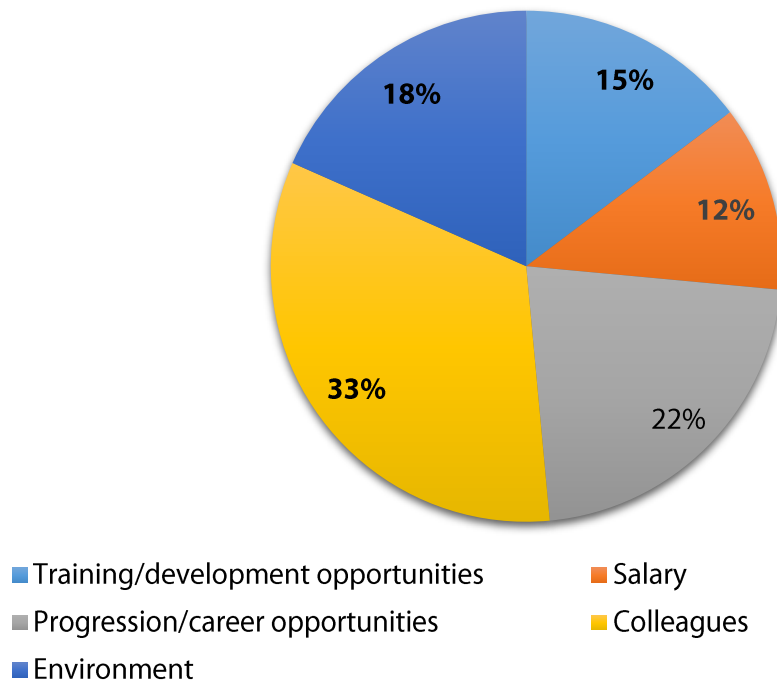
RETENTION INTERVIEWS BY BUSINESS AREA/REGION

Here we will collate data to reflect retention interviews that will be specific to a particular division of your business, whether this be by region or any other 'group'- this will be agreed at consultation stage.

YOUR DATA BROKEN DOWN

Example question and data 1:

Q1. Specifically what factors mean you enjoy your current job? Why do they contribute to you staying with the company?



Your employees said:

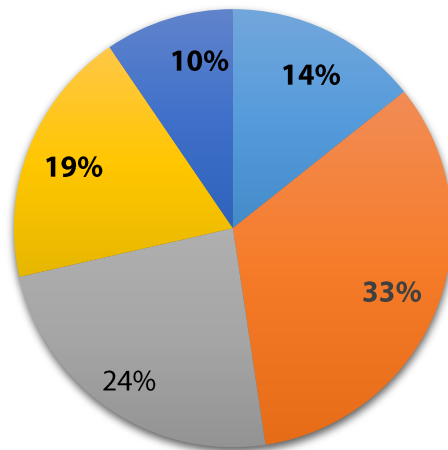
"My colleagues make my job enjoyable- there's a great atmosphere. This makes me want to stay because I look forward to coming to work and spending time with likeminded, hardworking people."

"The people are great! They are very supportive and that's important to me."

"The training and development element has really spurred me on and definitely gives me a reason to stay."

Example question and data 2:

Q2. If you were approached by an external recruiter about a new role elsewhere, what reasons would you give them for wanting to stay here?



- Loyalty to the business
- Progression/career opportunities
- I wouldn't stay
- I enjoy my job
- Colleagues

Your employees said:

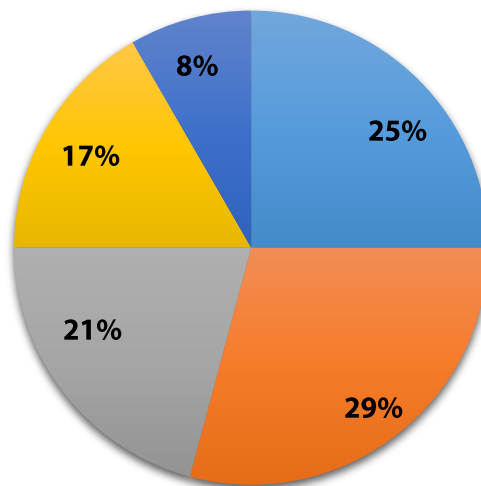
"I just generally enjoy my job- it's the right place for me to be."

"Given the opportunity, I probably wouldn't stay here. There hasn't been much transparency around salary and my expectations haven't been met"

"I want to stay because I want to progress here and I think the opportunities for that are plentiful."

Example question and data 3:

Q3. Where would you like to be in the business 2 years from now? What training and development will you need to get you there?



- Managing a team of my own
- Secondment/different department
- In the same role but with more responsibility
- In the same role with the same amount of responsibility
- Not sure

Your employees said:

"I look up to my manager, and the support I've received makes me want to have the same impact on someone else. I aspire to develop within this business and think the opportunity is there. I'd like to get onto the management development programme."

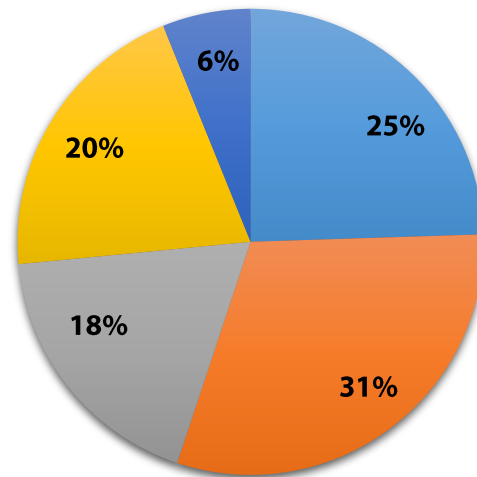
"I'd love to be managing my own team, that's my main idea of development and something I want to pursue. I know most of the technical stuff, coaching is something I am interested in."

"I'm happy where I am, I don't want to progress."

"I don't know. I'm not sure I'd still like to be here in 2 years, the opportunity to develop hasn't really been made all that clear and I don't think training is offered to everyone."

Example question and data 4:

Q4. Think back over the last 12 months to a time when you have felt most frustrated about your current role. What factors contributed to that frustration? What eventually happened to lower that frustration?



- Poor communication from senior management
- Slow internet
- Lack of support
- Workload
- I haven't felt frustrated

Your employees said:

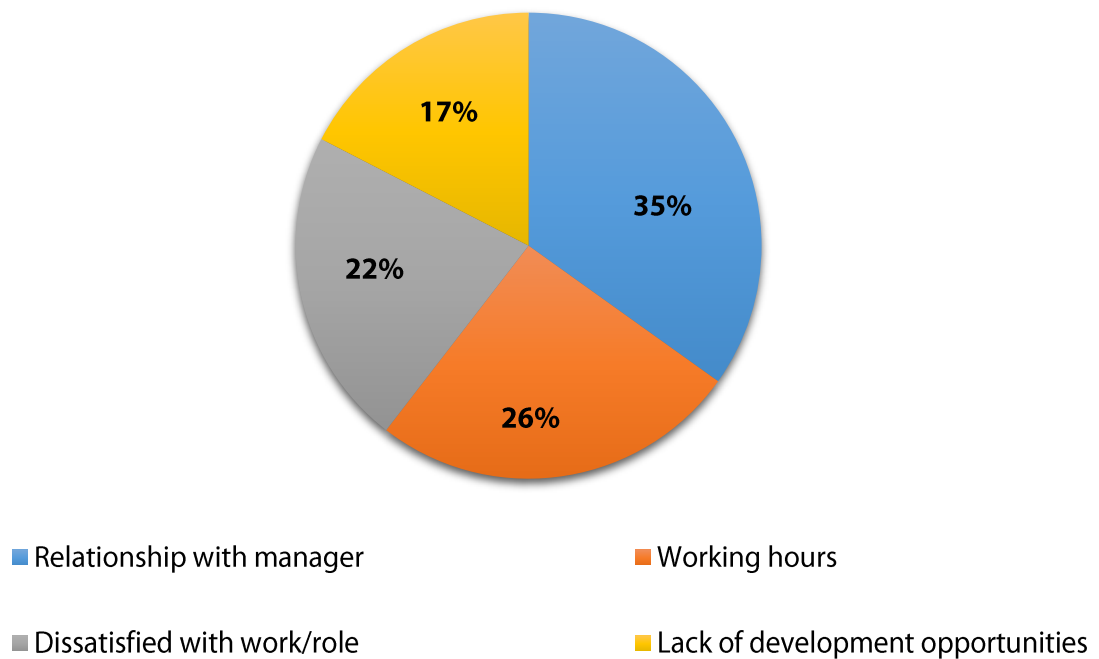
"The internet connection has been poor and has stopped me from being able to do my job as well as I would like. This is an ongoing issue that is still causing me to feel frustrated"

"The workload has been somewhat unmanageable at times, but I have communicated that to my line manager who is usually supportive and helps me to manage my time."

"Communication hasn't been great, I don't know what's going on in the business and I would like to have an understanding of the place I work- how can I have that when there is a lack of communication? This is something I find to be constantly frustrating."

Example question and data 5:

Q5. What are the key reasons that caused you to leave your last two jobs? Are there factors from your previous jobs that you hope to never experience here?



Your employees said:

"In both of my previous jobs there was an issue with the manager- they were very unsupportive and we had a poor relationship. If this were an issue in my current role, I would definitely leave."

"My previous employer was not flexible when it came to my working hours- I was misled when I accepted the role and had to leave because the hours didn't suit me. Before that, it was my relationship with my line manager- we just didn't see eye to eye. I hope that neither of these experiences will be repeated."

"There were a number of reasons, but in the end it came down to my line manager, communication between the two of us was fairly poor and caused me to feel unhappy in my job."