

## **The Business Problem: Employee Engagement & Retention**

Organisations are continually challenged to identify ways to increase employee engagement. While changes in benefits, rewards, and compensation are often considered the best solutions, engagement results seldom reflect significant improvement. Thus, the problem persists and organisations are not achieving their potential for enhanced engagement.

## **Case Study: Cultural Transformation Increases Profit by 246%.**

A successful European beverage company was seeking to transform the existing culture to facilitate greater internal motivation, accountability, collaboration, communication, trust, cooperation, and mutual support. The company planned to increase the number of employees and considered it highly important that the new employees fit into the new culture.

## **Solution: Summary**

The company implemented a cultural transformation program using the Harrison Assessments methodology over a two and a half year period. The program was aimed to grow the business and increase profits through quality hiring and generating collaborative team work. The implementation included the full suite of Harrison Talent Management Solutions.

The Harrison Team Paradox methodology was implemented with the aim to increase self-awareness and facilitate skills in conflict resolution, collaboration, negotiation, and listening. The process created a climate of honesty and openness that enabled employees to feel safe enough to discuss difficult issues while being non-defensive, accountable, and committed to mutual success.

## **The Business Result**

Although the company was very successful before starting the cultural initiative, there was a dramatic increase in success over the two and a half year period. At the start of the initiative, the company was able to complete 4 major projects per year. By the end of the implementation, the transformed culture empowered employees to complete 26 major projects per year. In addition, profits during the two and a half year period increased by 246%. The number of employees increased by 32% and the ratio of profit per employee also significantly increased.

## **Harrison Assessments Unique Solutions Aligning Passions with Business Results**

Harrison Assessments Talent Solutions award winning solutions exceed the results of other talent management methods and personality tests by *aligning people's qualifications and passions with company-specific jobs*.

Harrison Assessments Unique Paradox Technology™:

- Identifies employees and applicants who are 3 times more likely to achieve business results.

- Save up to 70% administration time with our talent acquisition and succession planning solutions.
- Engage and retain top talent and build high performing teams with our unique employee development and employee engagement tools.

Predict performance, engagement and retention by matching proven job specific success factors to individual competencies, employee needs and engagement factors.

Harrison Assessment's Engagement & Retention Analysis provides you with actionable data, based on leading indicators of employee expectations, to plan and align optimal strategies that will motivate employees at the individual, group and organisation levels.

- Provides Eight Engagement Metric Categories
- Assesses at the Individual, Group, and Organisation Levels
- Provides Comprehensive Reports with Results Dashboard
- Includes Actionable Expectation Analysis and Development Plans
- Aligns Engagement Strategies with Employee Expectations
- Creates a Culture of Engagement

Use Harrison's unique technology to help you assess your employee expectations regarding the following essential dimensions: Development expectations, Remuneration expectations, Authority expectations, Social expectations, Appreciation expectations, Communication expectations, Personal expectations, and Work life balance expectations.

### **About Harrison Assessments**

Harrison Assessments was founded in 1990 and serves organisational clients in over 70 countries worldwide. Harrison Assessments focuses on providing the most accurate and effective assessments in the industry by dedicating a large portion of its resources to research, development and user friendly software engineering. Their assessment systems provide decision analytics for selection, development, succession and career planning. Solutions include comprehensive and customisable recruitment, development and talent readiness technology systems for organisations of all sizes and industries. Assessing 175 traits and competencies, the Harrison Assessments questionnaire is available in 29 languages with over 6500 job specific success templates.

Dr. Dan Harrison, Ph.D.- Organisational Psychology, is the developer and C.E.O. of Harrison Assessments and originator of Paradox Technology™ incorporated in Harrison Assessments. His diverse background in Mathematics, Personality Theory, Counselling Psychology, and Organisational Psychology has enabled him to make a unique and exceptional contribution to assessment methodology. His 30 years of research, innovation and experience in psychology and assessment has enabled Harrison Assessments to create and develop state-of-the-industry technology, tools, and systems that meet strategic business needs globally and provide effective solutions across the entire talent management life cycle.