

EMPLOYEE RETENTION

JumpScale assisted a private equity impact investment firm to evaluate a company in the firm's portfolio. Investors and management knew the company was underperforming on both impact and financial metrics, but could not identify why.

JumpScale's expert team conducted an in-depth evaluation of the company based on 50+ indicators and discovered that 11 out of 35 employees sought to leave the company for other opportunities. Through employing the JumpScale Method™ to dig to the root of the issue, our team determined the cause of discord within was a lack of a clear process for conflict resolution. Employees did not feel safe raising concerns, new ideas, or opinions about their areas of responsibility.

The JumpScale team recommended a company-wide training in conflict resolution and brought in an expert from JumpScale's Practitioner Network. After a two-month engagement with coaching and training services, a re-evaluation found that all 11 employees that planned to leave had decided to stay. This small investment in organizational wellness yielded a tremendous return by saving the company the time, energy, and expense of replacing over a third of its workforce.

A 2018 study published In Forbes found that the costs associated with replacing executives in a company can be up to two times their annual salary¹. JumpScale's proven methodology can help create a healthier team culture that helps to retain employees and avoid the painful costs associated with losing them.

1 Forbes. (2018). Companies Need To Know The Dollar Cost Of Employee Turnover. <https://www.forbes.com/sites/billconerly/2018/08/12/companies-need-to-know-the-dollar-cost-of-employee-turnover>