

For The Love of People

How to achieve and measure success as a “people-first” business

Greenhouse & Lattice

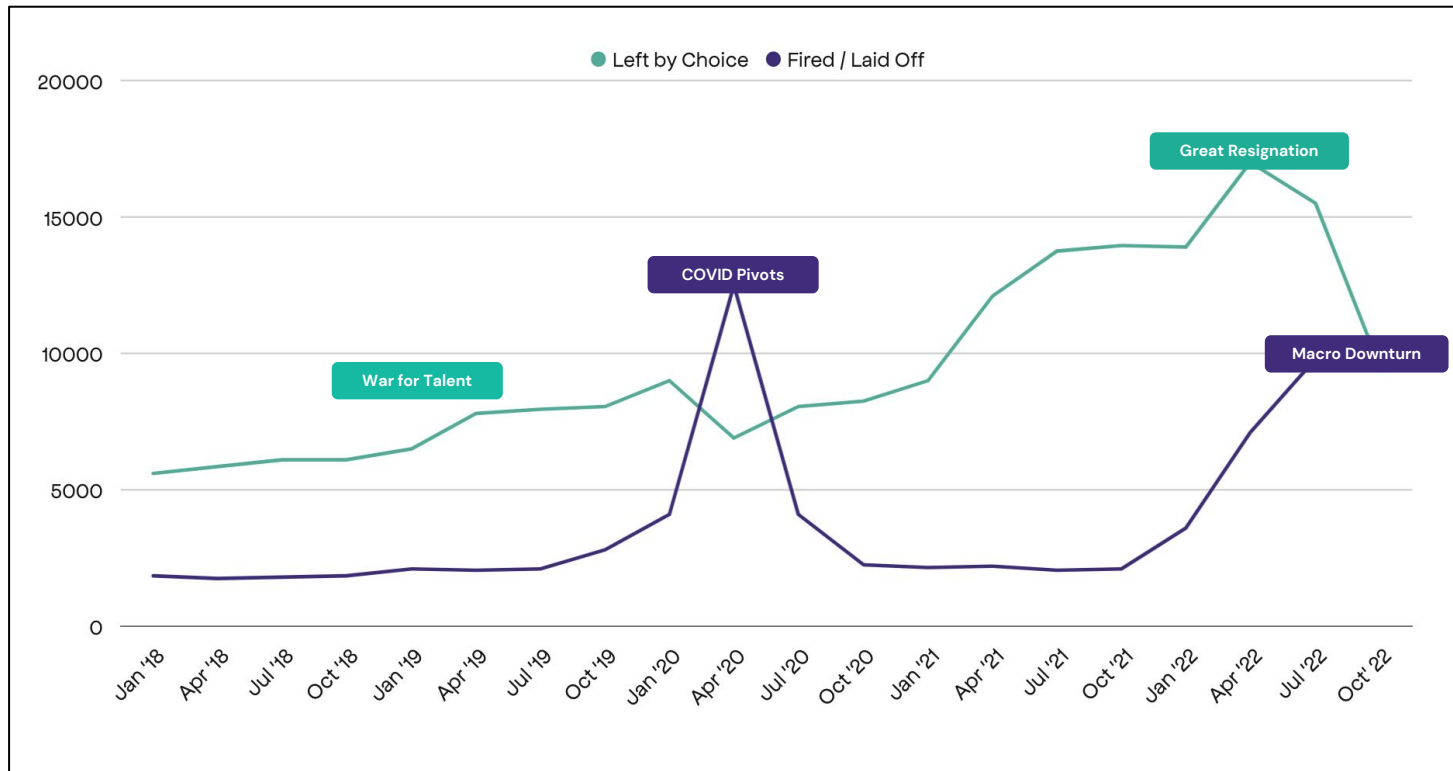




Framing Today's Discussion...



Power Shifts are Faster → Frequent Strategic Pivots



Monthly employees
departing by choice
or by layoffs | Jan
2018 – Nov 2022

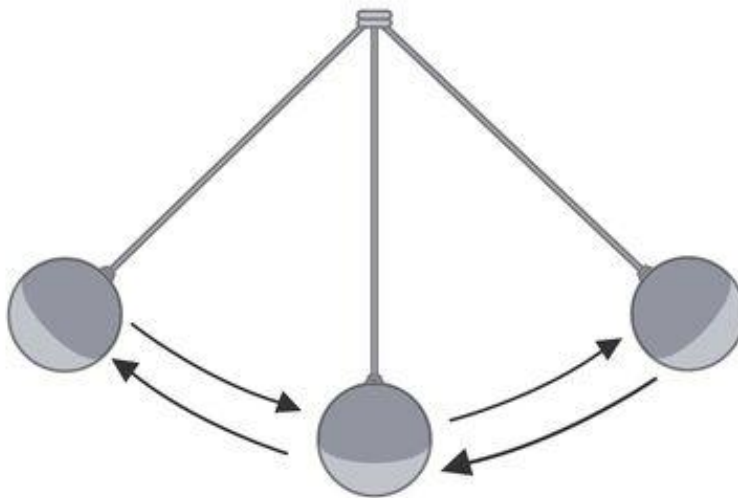
The Pendulum Effect → HR Feels Whiplash

Company-centric

- COVID uncertainty; strategic workforce pivots
- "Return to work"
- Macroeconomic downturn
- Furloughs, RIFs

People-Centric

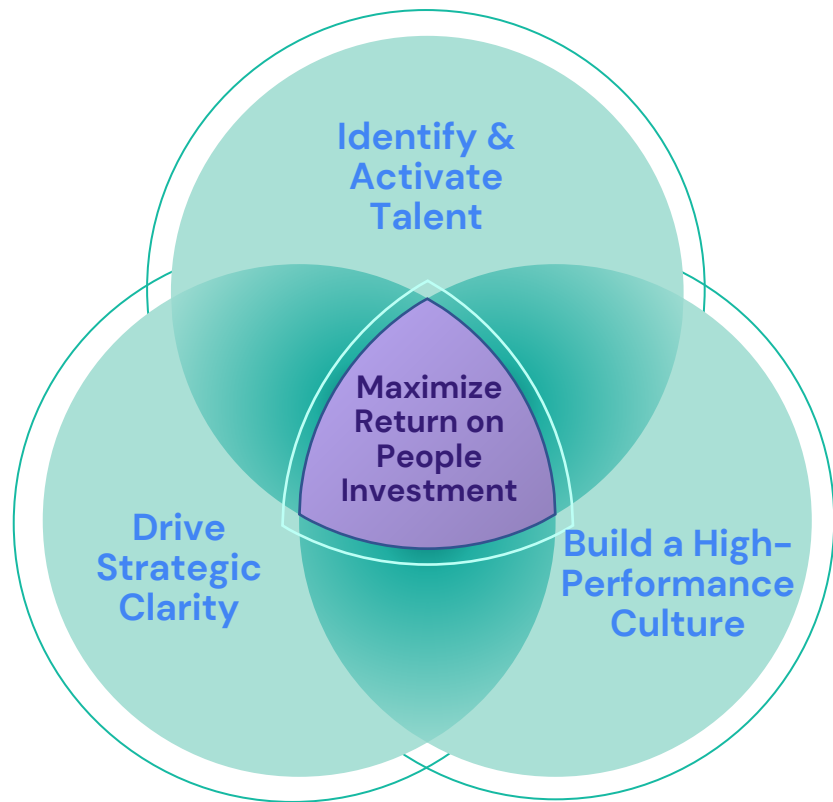
- Remote work
- War for talent
- Great resignation
- Rapid hiring for growth
- Retention at all costs



The New Way:
Company–People
Alignment



Maximize the return on
your biggest and most
important investment:
your people



Market conditions have been amplifying employee disconnect for some time

49%

employees are
experiencing some
degree of burnout

McKinsey

Only 21%

of employees feel
engaged at work

Gallup

40%

Managers likely to quit
in the next 12 months

Gallup /Gartner



The Past 6 Months Have Been Tough for Both Businesses and Employees

1 in 4

Employees report increased focus on productivity and performance

17%

Employees report adjustments to business growth goals

More than
1 in 10

Report hiring freezes/slow-downs (**16%**), changes to overall business strategy (**16%**), reduction of physical office presence (**9%**)



Source: YouGov survey of 1000 UK employees commissioned by Lattice in Mar 2023

Despite all of this – Employees are feeling overwhelmingly positive...

77%

Of employees say they feel optimistic about company's financial future.

- With 23% of this group saying they are “very optimistic”



Source: YouGov survey of 1000 UK employees commissioned by Lattice in Feb 2023

Employees feel they are delivering on performance and productivity

1 in 4

Employees rate their performance as "extremely good"

Just 1%

Rate their current performance as "poor"

But, 80%

Say they could improve performance if offered the right incentives



Source: YouGov survey of 1000 UK employees commissioned by Lattice in Feb 2023

Engagement & retention are the top people priority for HR leaders...

86% are putting more effort into improving employee engagement this year

46% now have clear career growth paths to fuel employee development



HIGHEST PRIORITY HR INITIATIVES



The Role of HR Teams is Changing Too

01

You now have a seat at the Board/C-Suite table

The need to secure exec buy-in has never been more important – how do you frame your impact in new ways?

02

Becoming change management experts

Whether it's small adjustments to strategic priorities, managing an evolving hybrid work policy, or pivots in overall business strategy – HR teams are leading the charge on change management and alignment.

03

You're balancing the demands of people and profits

Business leaders will be keenly focused on productivity and performance management. How do you maintain strong engagement and build morale in uncertain times?





FOR THE LOVE OF PEOPLE

How do you achieve and measure success as a "people-first" business?

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16 MAY • 2PM BST / 3PM CEST



The ROI of IDEA

85% of CEOs with a DE&I strategy say it has improved their bottomline¹

Organizations that have high ratings for DE&I are **70% more likely** to have success in new markets, and **45% more likely** to improve their market share²

Inclusive organizations are **6x more likely** to be innovative and agile³

Ethnically diverse companies were **35% more likely to outperform their competitors** in terms of profitability⁴

Inclusive companies enjoy a **2.3x higher cash flow**⁵

43% of companies with ethnically/racially diverse boards **noticed higher profits**⁶



The ROI of IDEA

- Diverse teams are 87% better at making decisions.¹ (People Management)
- Diverse management teams lead to 19% higher revenue.² (BCG)
- Millennials are 83% more likely to be engaged at work at inclusive companies. (Deloitte)
- 2 out of 3 job candidates seek companies that have diverse workforces.³
- Almost 80% of workers say that they want to work for a company that values workplace diversity, equity, and inclusion.⁴ (CNBC)
- ...“39 per cent [of job seekers] decided against pursuing or accepting a job because of a perceived lack of inclusion at a company.”⁵

