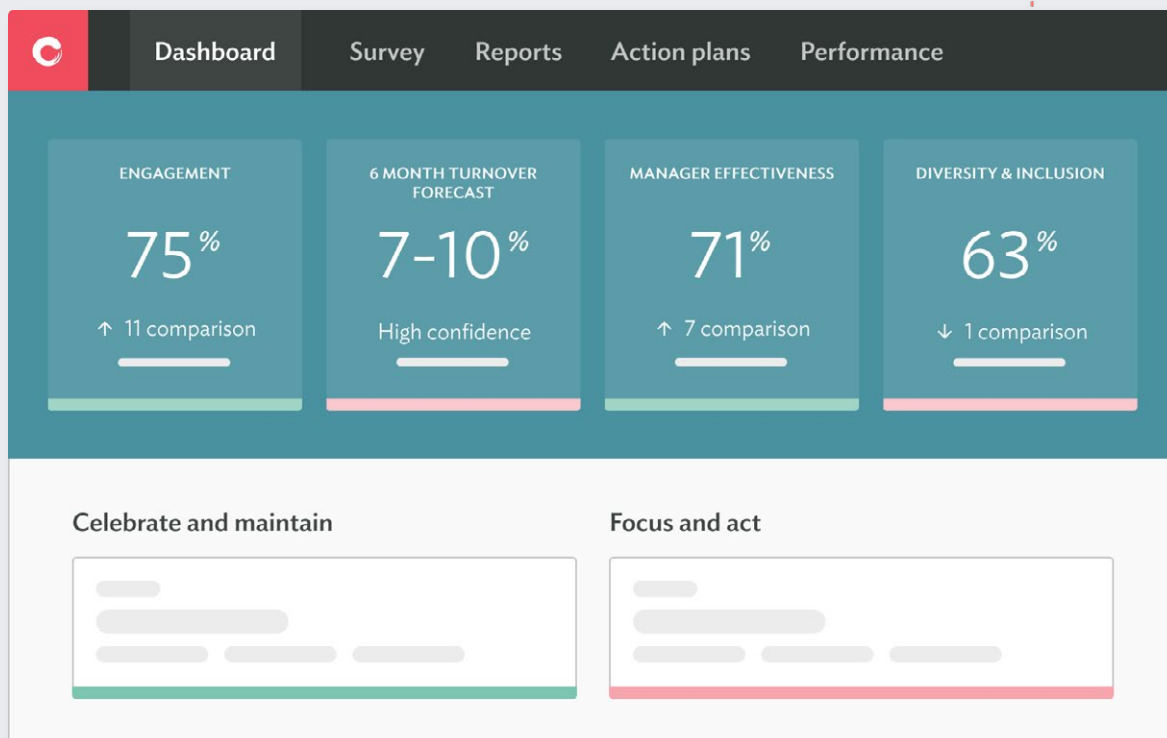# Transform your organization's future with easy-to-understand insights that empower action
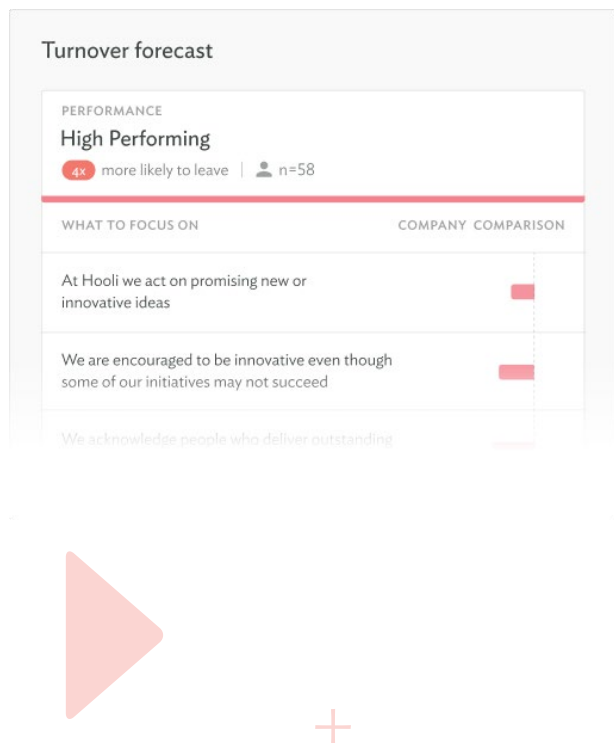
Historically organizational ownership of performance management and employee engagement has been kept separate, either by disparate systems or structure. When data is available, it often requires significant effort to derive insight for performance or engagement, let alone combining this information to understand the impact on future organizational success.

Bringing engagement and performance together on Culture Amp platform empowers everyone, from executives to individuals, to answer critical questions that inform their talent strategy:

– How do we develop and retain our people?

– How can we better understand the employee experience?

– What moments in the employee journey lead to high performance?

| Dashboard | Survey | Reports | Action plans | Performance |

ENGAGEMENT	6 MONTH TURNOVER FORECAST	MANAGER EFFECTIVENESS	DIVERSITY & INCLUSION
75%	7-10%	71%	63%
↑ 11 comparison	High confidence	↑ 7 comparison	↓ 1 comparison

Celebrate and maintain

Focus and act

Competitive advantage for your organization

Turnover forecast

PERFORMANCE

High Performing

4x more likely to leave | 👤 n=58

WHAT TO FOCUS ON | COMPANY COMPARISON

At Hooli we act on promising new or innovative ideas

We are encouraged to be innovative even though some of our initiatives may not succeed

We acknowledge people who deliver outstanding

Take specific action to retain high-performers

Explore employee engagement results with the additional lens of performance insights to discover the levers that drive turnover.

Ask: How do high-performing individuals experience my company? Is their experience different from other people in my organization?

Understand: Find out if high-performing individuals' perception of innovation, diversity and inclusion, work-life flexibility, and other aspects is different from other cohorts.

Act: Take targeted action on the aspects that will have the most impact on retaining high-performers.

Retaining senior consultants in a large professional services organization

A large professional services company uses the Culture Amp platform to combine performance and engagement insights. They wanted to understand what was driving regrettable attrition in high-performing senior consultants and whether those drivers change throughout the employee lifecycle. Culture Amp uncovered the following insights:

– Early-tenured top-performing senior consultants are 1.7 times more likely to leave than other employees when they are dissatisfied with diversity and inclusion efforts and colleagues' contributions.

– After 4-6 years with the organization, top-performing senior consultants are 1.7 times more likely to leave than other employees when they are dissatisfied with work-life flexibility.

Armed with these insights, the organization is able to take action on the metrics that matter and retain more of its high-performing senior consultants.
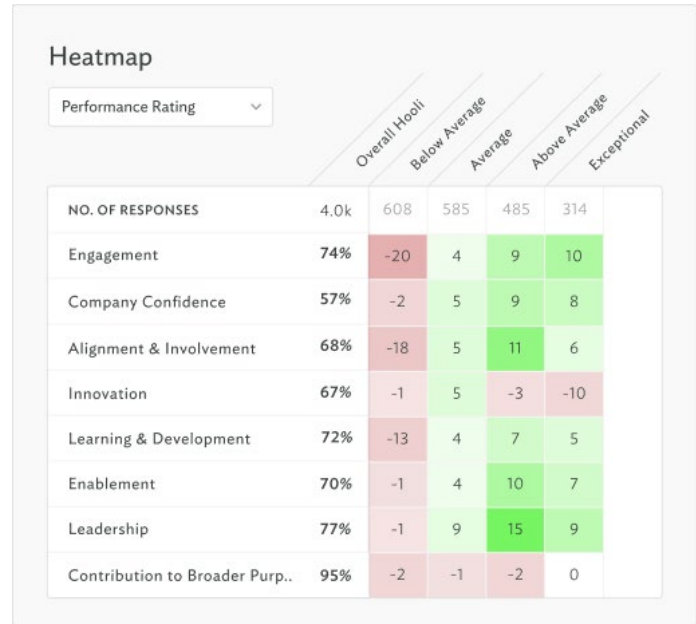
Develop capability that is important to high-performing individuals

When you understand how high-performers perceive their manager, you can grasp one of the levers to create high-performing people and teams.

Ask: How do top-performing people perceive their managers? How do average and low-performing people perceive their managers? How do these differ?
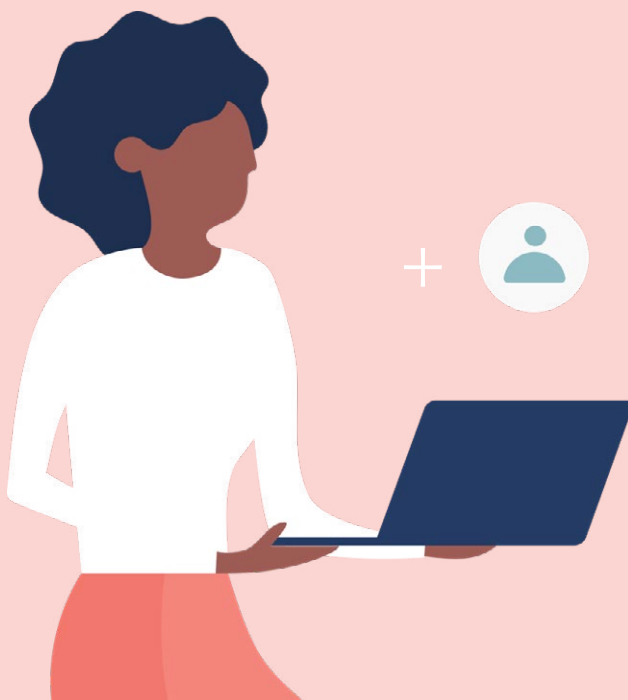
Understand: Surface the management practices that are most likely to enable high-performing individuals.
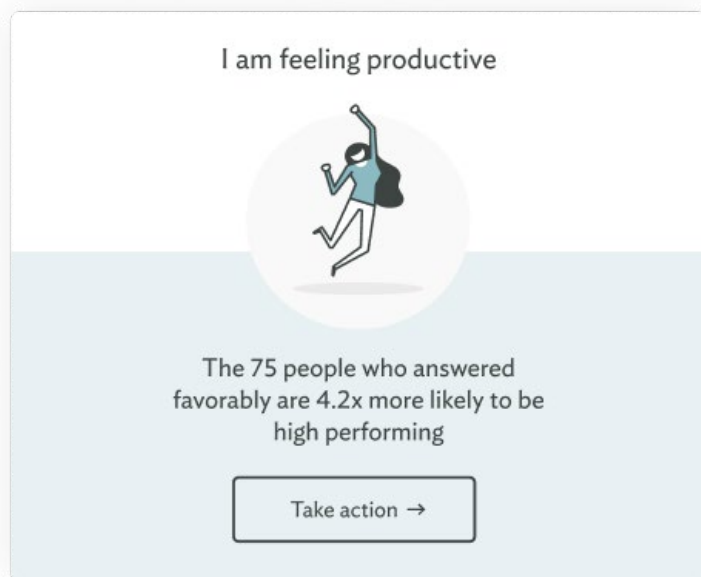
Act: Ensure those aspects, where successful managers excel, remain rated highly and develop all of the people leaders in your organization in line with these insights.

Heatmap — Performance Rating

NO. OF RESPONSES	4.0k	608	585	485	314
Engagement	74%	-20	4	9	10
Company Confidence	57%	-2	5	9	8
Alignment & Involvement	68%	-18	5	11	6
Innovation	67%	-1	5	-3	-10
Learning & Development	72%	-13	4	7	5
Enablement	70%	-1	4	10	7
Leadership	77%	-1	9	15	9
Contribution to Broader Purp..	95%	-2	-1	-2	0

From insights to foresight

Culture Amp Foresight Engine is powered by an outcome prediction algorithm that has been trained on insights from more than 2,500 companies, 3 million employees and 165 million data points. This dataset spans the entire employee journey, including onboarding, engagement, wellbeing, diversity and inclusion, and performance reviews.

03

I am feeling productive

The 75 people who answered favorably are 4.2x more likely to be high performing

Take action →

Design onboarding programs for future performance

Connecting the dots on quality of onboarding and future performance enables you to get buy-in from stakeholders, reduce time-to-competency, and support new starters for success.

Ask: Is onboarding at our organization having an impact? Is the quality of onboarding across our organization consistent? What's the performance ROI of our onboarding activities?

Understand: Articulate the short-term and long-term performance effect of onboarding as a whole and specific aspects of onboarding which are levers for future high performance.

Act: Build onboarding experiences that focus on aspects that are predictive of future high performance.

invision

Invision uncovers the performance ROI of onboarding

When InVision, a customer of Culture Amp, connected their engagement and performance data, it confirmed that the quality of a new starter's onboarding experience was reflected in their future performance. They learned that people who answered favorably to the question 'I am feeling productive' in the onboarding survey were 4.2 times more likely to become a high-performer.

Bringing your organization's engagement and performance technology together delivers clear, tangible insights and action that drives competitive advantage.

Reach out to our People Geeks at **community@cultureamp.com** to learn how we can help you combine your performance and engagement insights.