Three Ways to Make 2022 the Year of the Great Retention

If the Great Resignation taught us anything as HR leaders, it’s how valuable high-performing employees truly are to our organization. Make 2022 the year of the Great Retention by improving the employee experience in these three ways.

1. **Promote employee development and internal mobility.**

   - 73% of CEOs believe the labor/skills shortage will be the leading disruptor of their business strategy over the next 12 months.¹
   - Employees at organizations with high internal mobility stay almost 2X longer than those at companies with low internal mobility.²

2. **Invest in employee-centric technology.**

   - 85% of employees want technology to help define their future, and 82% believe robots can support their careers better than humans.³
   - 54% of workers would consider leaving their jobs post-pandemic if they aren’t offered flexible work options. And digital collaboration platforms are the #1 factor in making virtual work sustainable, according to global talent leaders.⁵

3. **Adopt people-first leadership.**

   - 66% of executives are making post-pandemic workforce plans with little to no input from employees, which is a problem because... 44% of executives want to work in the office daily compared to only 17% of employees.⁶
   - Employees who have a positive employee experience are 8X more likely to stay at a company and have engagement levels 16X higher.⁷

Learn more —

Our new ebook, “2022 Could Be the Year of The Great Retention”, written by Tim Sackett, is a must-read for anyone interested in improving the employee experience and talent management.

Read now

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⁴ “More than half of employees globally would quit their jobs if not provided post-pandemic flexibility, EY survey finds,” EY, May 12, 2021.