



# TXy

SUCCESS INDEX



- We have developed a unique tool to measure the success of your TX in attracting and retaining key talent.
- The Index outlines performance for each measure with recommendations for focus and quick wins.



## TX Success index

EIGHT measures build up the picture of how your TX compares to the market:

- Four FEEL measures on employees engagement with purpose, work and people and total rewards.
- Four BEHAVE measures on your external attractiveness to talent, retention of new joiners and the quality of recruitment.

We use Willis Towers Watson market data to benchmark engagement, attraction, turnover and performance, as well as brand and social media scans.

# TX SUCCESS INDEX

## How people feel

PURPOSE		
<ul style="list-style-type: none"> <li>Pride</li> <li>Personal accomplishment</li> <li>Leadership vision and mission</li> </ul>		
WORK	PEOPLE	TOTAL REWARDS
<ul style="list-style-type: none"> <li>Accountability, enablement and decision making</li> <li>Technology</li> <li>Communication</li> <li>Work environment</li> </ul>	<ul style="list-style-type: none"> <li>Team relationships</li> <li>Manager relationships</li> <li>Leadership influence</li> <li>Inclusion and diversity</li> </ul>	<ul style="list-style-type: none"> <li>Reward (pay &amp; benefits)</li> <li>Career development (inc L&amp;D, promotions)</li> <li>Health and well-being</li> </ul>

## How people behave

HIRE	BUILD	LEAD	ENGAGE
<ul style="list-style-type: none"> <li>Number of social media followers</li> <li>Average time to hire</li> <li>Offer acceptance ratio</li> <li>% free-agent workers hired annually</li> <li>% of new hires who left the organization within the first 12 months</li> </ul>	<ul style="list-style-type: none"> <li>% employees identified as high performers</li> <li>% employees who pass their probation</li> <li>% annual turnover overall</li> <li>% voluntary turnover</li> </ul>	<ul style="list-style-type: none"> <li>Average time until promotion</li> <li>% employees who receive relevant training</li> <li>Inclusion and diversity</li> </ul>	<ul style="list-style-type: none"> <li>Employer Brand scan</li> <li>Social media scan</li> </ul>

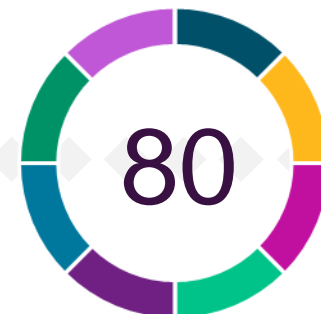
Your company score



Your average competitor industry score



Your top competitor industry score



Executive Bonus targets

TX Success Index	% Increase	% Bonus
55	0%	0%
58	5%	50%
61	10%	75%
63	15%	100%

Index targets linked to bonus

### Purpose

**Definition:** Measures how employees feel about the organisation's mission, values, and sense of purpose as articulated by leadership. Includes the pride employees feel in working for the company and for the work they do for the company.

Your score explained...

#### Comparison to previous years

- Compared to 2014, your score has remained this same – this is as a result of broadly similar engagement survey scores to 2014 on the personal pride and leadership items around future vision and high-quality products and services.

#### Analysis for 2017

- Areas of strength compared to peer group:
  - Leadership commitment to quality and customers
  - Employee engagement with articulated future vision
  - Employee pride in the work they do
- Areas of improvement compared to peer group:
  - Employee pride in working for you.
- As in 2014, you are above market on engagement items around leadership commitment to quality and customers compared to other Financial Services and High Tech companies. Employee pride in their work is also broadly comparable to the market, and has increased slightly compared to last year. The engagement score for employee pride in working for you has increased since last year; this brings it much closer to market compared to High Tech companies, however still moderately below other Financial Services companies. This points to an increasingly positive view around Purpose, Values and Brand, though a continued need to increase pride in working for you.



Metrics used: We grouped results to relevant questions from your 2017 Pulse Survey

Q. I am proud to say I work for ABC.

Q. The leadership of ABC has communicated a vision of the future that motivates me.

Q. The leadership of ABC is committed to providing high-quality products and services to our customers.

Q. My work gives me a sense of personal pride.

Report per measure showing strength and challenge