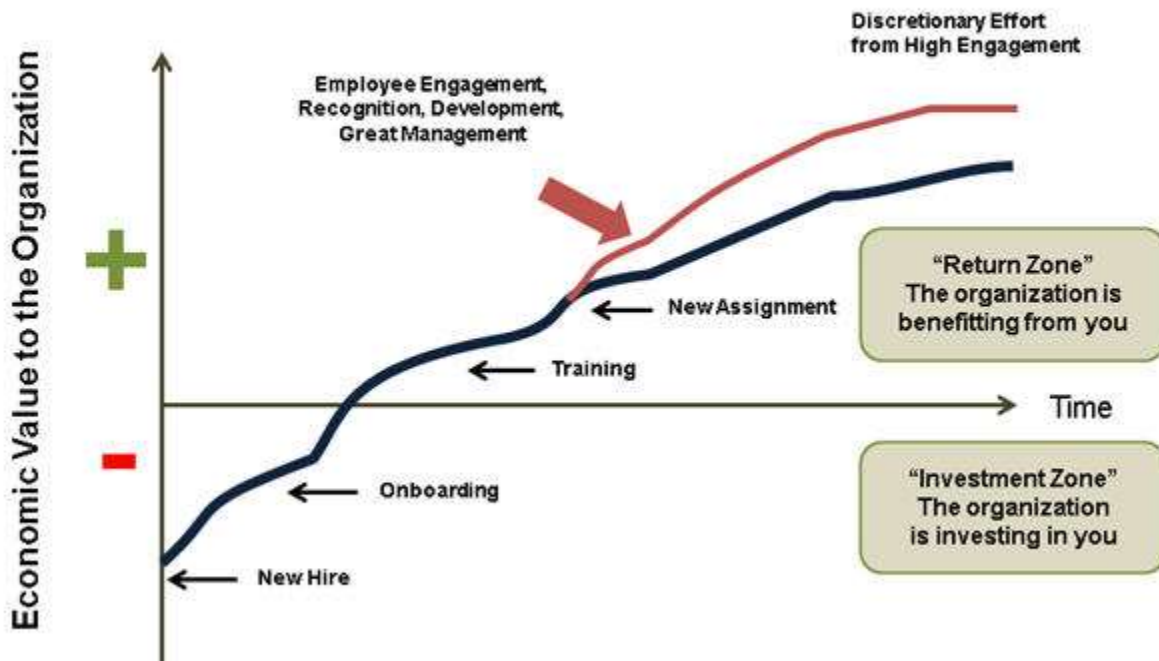


The Business Case for Investing in Team Wellbeing

Let's face it. Happy workers are more likely to remain on the job, and happy workers are more productive than dissatisfied or unhappy workers. This is supported both logically (just makes sense) and scientifically through research. Through improving team wellbeing, hospitals can improve the overall workplace environment, which will improve employee retention long-term, and Get MotivETed provides solutions for improving the wellbeing of both individuals and veterinary hospital teams.

Cost to Value of an Employee





Employee Retention is VERY Important Financially

Studies on the cost of employee turnover are all over the board. Some studies (such as SHRM) predict that every time a business replaces a salaried employee, it costs 6 to 9 months' salary on average. For a manager making \$40,000 a year, that's \$20,000 to \$30,000 in recruiting and training expenses.

Turnover seems to vary by wage and role of employee. For example, a CAP study found average costs to replace an employee are as follows:

- 16 percent of annual salary for high-turnover, low-paying jobs (earning under \$30,000 a year). For example, the cost to replace a \$10/hour retail employee would be \$3,328.
- 20 percent of annual salary for midrange positions (earning \$30,000 to \$50,000 a year). For example, the cost to replace a \$40k manager would be \$8,000.
- Up to 213 percent of annual salary for highly educated executive positions. For example, the cost to replace a \$100k CEO is \$213,000.

What is the Real Cost of Losing an Employee?

What makes it so hard to predict the true cost of employee turnover is there are many intangible, and often untracked, costs associated with employee turnover.

In a 2017 article on employee retention, Josh Bersin of Bersin by Deloitte outlined factors a business should consider in calculating the "real" cost of losing an employee. These factors include:

- The cost of hiring a new employee including the advertising, interviewing, screening, and hiring.
- Cost of onboarding a new person, including training and management time.
- Lost productivity—it may take a new employee one to two years to reach the productivity of an existing person.
- Lost engagement—other employees who see high turnover tend to disengage and lose productivity.
- Customer service and errors—for example new employees take longer and are often less adept at solving problems.



- Training cost—for example, over two to three years, a business likely invests 10 to 20 percent of an employee's salary or more in training
- Cultural impact—whenever someone leaves, others take time to ask why.

The Solution

It is clear that the cost of poor employee retention is something that should not be ignored. Through Get MotiVETed you can find the perfect solutions for the above mentioned challenges, and having a culture of wellbeing is necessary to create a workplace environment that is enjoyable for all.

In order to solve the problem, we must first understand the causes. In an article by Justin Reynolds of Employee Engagement & Company Culture, he lists **7 common causes of employee turnover:**

1. Employees are overworked
2. Team members are treated differently
3. Workers like making money
4. Company culture is toxic
5. Employees hate their bosses
6. There aren't enough career development and personal growth opportunities
7. Employees aren't recognized for their hard work



The Get MotiVETed Benefits

- ❖ Through experience, we know what it takes to increase the productivity and performance of individuals and teams without concurrently burning them out.
- ❖ We have the strategies for ensuring that each team member feels important and treated equally.
- ❖ By creating a culture of wellbeing, you will be simultaneously eliminating any bits of toxic hospital culture that may be present.
- ❖ Our strategies improve the effectiveness of leadership while improving the resilience of employees.



- ❖ By providing Get MotiVETed services, you will help your team grow both personally and professionally, which will provide employees with an added incentive to be a part of your hospital team.
- ❖ We have tools for making sure employees feel important and get recognized for their excellent efforts.

When it comes to creating a culture of wellbeing and working with people, Get MotiVETed can help your hospital excel!

Contact us today to see how we can help!

Visit us online: www.getmotivated.com OR www.getmotivateduniversity.com

Phone: 919-691-3694

Email: quincy.hawley@getmotivated.com or renee.machel@getmotivated.com

“It’s the small refinements upon something that is already good that makes it great.”

- Earl Nightingale