

EIGHT PILLARS OF WORKFORCE OPTIMIZATION

ARE YOU GETTING THE MOST OUT OF YOUR EMPLOYEES?

People are your most important asset. But are they your most productive one? If not, then it's time to optimize your workforce!

12x

SUPERIOR TALENT IS UP TO 12X MORE PRODUCTIVE.

EIGHT PILLARS OF WORKFORCE OPTIMIZATION



Workforce Development

- + Boosts engagement and retention
- + Greater innovation and profit
- + Improved diversity and compliance



Employee Engagement

- + Get 40% greater ROI on annual salary
- + 17% higher productivity
- + 59% less turnover



Internal Mobility

- + 10% increase in talent ROI
- + 39% savings when redeploying employees
- + Boosted engagement and reduced turnover



Diversity

- + 1.7x more innovative
- + 2.3x higher cash flow per employee
- + 87% better at decision making



Talent Experience

- + 5.1x more likely to engage and retain employees
- + 4.3x more likely to innovate effectively
- + 2.4x more likely to delight customers



Talent Quality

- + One high-performer is as productive as 12 low-performers
- + Focusing on skills boosts diversity and reduces churn



Operational Excellence

- + Reduced time on manual tasks frees time for strategy
- + Measuring results leads to greater optimization
- + Optimized systems are easy to scale



Strategic Alignment

- + Reduce friction and drag and free energy for progress
- + Free up time and resources for strategy initiatives

WORKFORCE OPTIMIZATION PAYS FOR ITSELF



Workforce Development

Reduces reliance on contractors, increases engagement, lowers turnover costs, and closes critical skills gaps.

40%

Employee Engagement

Boosts ROI on salary by 40%.

17%

Internal Mobility

Internal hires cost 17% less, stay longer, and perform better for the first two years.

2.3x

Diversity

Diverse companies are 1.7x more innovative and deliver 2.3x higher cash flow per employee.

2.2x

Talent Experience

Optimized talent experiences increases likelihood to exceed financial targets 2.2x.

12x

Talent Quality

Superior talent is up to 12x more productive.

6x

Operational Excellence

Smart automation increases recruiter efficiency 6x.



Strategic Alignment

Teams aligned on goals have less friction and drag, and achieve strategic initiatives in record time.

How do you score on the eight pillars of workforce optimization?

Take our **Talent Health Checkup** to see how you rank on the eight pillars, and we'll send you a copy of our latest eBook: **Optimize your Talent Strategy to improve performance, retention and talent ROI.**

Censia Talent Intelligence adds cutting-edge AI technology to your existing HR technology suite. Learn more at [censia.com](https://www.censia.com).

