



# 3 Ways HR Is Driving Business Success

IN FINANCE AND INSURANCE





# Reliable employee success solutions for finance and insurance organizations

For finance and insurance organizations, productivity is essential. Employees face high performance standards in tightly structured and deadline-driven work environments. With so much time spent on projects, there's little time for managers and employees to align and connect.

But today's workforce expects more. More connection, more alignment, and more transparency than ever before. Top-down organizational structures and communication are no longer effective. Traditional organizations lack the culture needed to support and engage employees, leading to poor employee sentiment.

Thankfully, solutions that help boost culture and improve performance are making it easier to break the mold. The right talent strategies can help finance and insurance companies thrive. They can build more engaging and inclusive cultures; drive better workplace experiences; and fuel employee growth and development. This way, organizations can grow and succeed together.

**Learn how you can drive higher employee engagement and performance to achieve desired business outcomes today.**





# Addressing talent challenges in finance and insurance organizations

As HR teams and organizational leaders are facing unparalleled people challenges, they can't afford to rely on inefficient employee engagement and performance practices.

Without the ability to effectively capture employee feedback, gauge performance, and report on the impact of talent initiatives, companies often:

- **Experience heavy turnover** surrounding issues with company culture and workplace satisfaction
- **Lack participation and accountability** in performance initiatives
- **Don't embrace performance management** as an opportunity to help employees grow and succeed

HR and organizational leaders know that employee success is critical to business success. Move toward more efficient and effective talent strategies to support your workforce and drive success.



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# 3 Ways Employee Success Tools Drive Business Success

Employee success solutions offer tools focused on engagement and performance. This gives organizations the opportunity to create the best experience possible for their workforce.

Reliable tools capture employee voice, provide clarity for employees, and increase company visibility. These tools enable finance and insurance companies to:



**Build an engaging, inclusive culture** that talent wants to work for.



**Create a better experience for everyone** by making talent management quick and easy.



**Fuel employee and company growth** by improving the quality and frequency of performance conversations around goals, growth, and success.





# Create an engaging and inclusive culture

## CHALLENGE

### If poor culture and disengagement are causing unwanted turnover...

Finance and insurance organizations often struggle with negative perceptions and poor employee experience. Some of these perceptions include historic lack of diversity and inclusion, high pressure to perform, burnout, and lack of trust in leadership.

Flipping the script on culture is critical for HR teams and leaders who find themselves in the middle of the war for talent. Without a reliable, trusted approach to build and maintain an engaged and inclusive culture, your organization is at risk of turnover and continued challenges to attract top-tier talent.

## SOLUTION

### What if you could create an engaging, inclusive culture that talent wants to work for?

Prevent unwanted turnover by creating an engaging and inclusive culture that your employees will thrive in. Monitor the health of your culture in real time to understand what is going well and where you can improve. A thoughtful employee engagement strategy, paired with the right tools, can help you understand employee perceptions and take action.

Foster a culture of inclusivity by elevating employee feedback. You'll help your people feel heard and valued. You should also elevate the employee voice by prioritizing continuous, employee-driven performance management practices.

A people-driven culture also means that your employees are engaged. Listen when they speak up and create a level of clarity and alignment that engages employees and gets them to stay.



# Create a better performance experience for everyone

## CHALLENGE

**If you encounter friction in your talent strategies, resulting in lack of participation and accountability...**

Performance management is hindered when cumbersome processes get in the way. Without systems to support employee participation, companies risk losing alignment and visibility into team performance.

**59% of HR leaders indicated their top investment in talent management will be around transforming performance management in the next 12 months.**

A talent strategy is only as good as the managers who follow through on it—and if you expect managers to follow through, your systems need to be easy to use. You need tools that fit into manager's daily workflows and provide visibility for HR that helps them drive accountability.

Without shifting toward continuous performance management, you're at risk of experiencing even more (avoidable) turnover and stunted company growth.

## SOLUTION

**What if you could create a better performance experience for everyone?**

Humanize and scale your performance programs across your organization. A flexible performance management system can help you streamline and align key goals—and equip your managers to facilitate high impact performance conversations. Look for tools that empower managers with easy-to-use tools, automated nudges, and expert-backed guidance.

Foster meaningful connections with your workforce. Help employees feel understood and important by providing them with the opportunity to share their thoughts. Create space for critical coaching, mentoring, and feedback between managers and peers.



# Fuel employee performance and growth

## CHALLENGE

**If you don't embrace performance management as an opportunity to help employees grow and succeed...**

Performance management is so much more than an annual review. Without focus on employee growth through coaching, mentoring, and regular feedback employees become disengaged. Put simply, if they don't feel connected to their work, they won't stick around for long.

More frequent touch points with managers and clear paths toward personal and professional growth need to be part of your talent strategy. Employers must address these challenges at the risk of tarnishing their employer brand and losing great talent.

## SOLUTION

**What if you could fuel employee (and company) performance and growth?**

When employees can see growth opportunities in your organization, it drives employee engagement. Empower employees to own their own development and performance—and implement performance strategies across the organization that drive development and growth.

Equip managers with structure and processes that keep employees motivated and engaged to align with and meet personal, team, and company goals.

Finally, leverage tools that help employees and teams plan, align, and envision success—together. Give managers insight into impact, growth and retention risks within their teams. And give leadership visibility into performance and talent risk to prevent turnover before it's too late.



# Drive business success with Quantum Workplace

Quantum Workplace offers the most reliable solutions for employee success. We have two decades of experience researching winning cultures—and helping them boost their engagement and performance strategies.

Our employee success software is designed to improve employee engagement and performance to help businesses grow and succeed.

## With Quantum Workplace, you can

### Build an engaging and inclusive culture.

Stand out as an employer of choice. Leverage tools to capture and understand employee feedback. Monitor the health of your culture in real-time, and take action that makes everyone feel included, important, and part of the bigger picture.

### Create a better performance experience for everyone.

Improve participation and drive accountability in performance initiatives with processes that fit into employee workflows, reinforce positive behaviors, and align teams to succeed together.

### Fuel employee and company growth.

Make employee growth a mindset. Ensure high quality performance conversations. Empower employees and equip people leaders with insights they need to make the best decisions.



## Best-in-class tools to drive business success



### Engagement

Engagement Survey  
Pulse Surveys  
Lifecycle Surveys



### Performance

Goals  
Feedback  
1-on-1s  
Recognition  
Talent Reviews



### Intelligence

Intelligence Analytics  
Intelligence Dashboard  
Intelligence Data Feed

## Start driving employee success today

Learn more about how Quantum Workplace helps professional services organizations grow and succeed today!

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