C-SUITE ANALYTICS
Business-Driven Employee Solutions

Meat-Processing Plant Cuts Turnover by 47%

LOCATION: Headquartered in a large city in the the Midwest

PRIMARY JOB: Processing and packing food products by hand following proper food and personal safety procedures.

CHALLENGE:

- 136% annual turnover causing reliance on temporary staffing
- Work is physically demanding in extreme cold
- Cannot make production goals without expensive overtime

WHY C-SUITE ANALYTICS?

- Heard Dick Finnegan speak at North American Meat Institute Conference and learned of his reputation as the retention thought leader
- C-Suite Analytics' successful experiences in food industry

IMPLEMENTATION:

- 50% of all exits happened during employees' first 60 days
- Each supervisor accepted goals to reduce 60-day turnover and total turnover
- HR able to cut use of temporary staffing
- C-Suite Analytics' proprietary recruiting and selection practices cut early turnover
- Supervisors conducted Stay Interviews, developed stay plans, and forecasted how long each employee would stay
- During Accountability Sessions supervisors discussed retention performance against goals, individual retention forecasts, and action plans to address specific retention situations

RESULTS:

- Annual turnover reduced 47% in a 12-month period
- Production efficiencies have led to increased profitability

"After engaging with C-Suite Analytics, the plant's leadership team from our leads on the floor to the managerial staff were trained with a methodology and tools to engage our employees and deal with our retention issue. As a result, we saw dramatic improvement within the first 90 days." – President

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WE HAVE REFERENCES WHO HAVE CUT TURNOVER 40% AND MORE!