



TALENT, ORGANIZATION & PEOPLE SOLUTIONS

Workforce Belonging

Our Talent, Organization & People solutions (TOP) elevate the “human side” of business, helping clients design workforce strategies for profitable growth. A key driver of employee performance, engagement and retention is creating a sense of *belonging* across the organization.

Employee expectations are evolving at unprecedented rates.

Employees — especially high performers — increasingly expect an organizational commitment to **belonging**.

Belonging is now a business imperative.

Designed effectively, *belonging* provides real **competitive advantage** — driving savings and creating value across the organization.

18%

Increase in Sales

Belonging improves engagement, driving a **10% increase in customer ratings** and correlated increase in sales.

-51%

Decrease in Turnover

Belonging increases retention, **saving organizations up to 200% of annual salary** in replacement costs per retained employee.

56%

Increase in Productivity

Improved productivity can equate to **increased annual financial gains**.

How A&M Partners to Deliver Outcomes



Design for belonging – Assess and strategically design employee journeys focused on four key building blocks to improve key outcomes.

Belonging Charter Development, Employee Journey Mapping



Align belonging efforts to business outcomes – Leverage belonging initiatives like mentorship structures and ERGs to enhance culture and drive business value while maintaining legal compliance.

ERG Model and Governance, Risk and Legal Compliance Consideration



Embed belonging into business practices – Implement equitable practices to strengthen culture and business performance while limiting compliance risks.

Compensation Strategy, Belonging Strategy Implementation Roadmap

Inputs: Demographic Data, Performance and Rewards, Operating Model, Stakeholder Expectations



Results: Increased Attraction, Retention, Engagement and Performance

Reach out for a consultation to discuss your *belonging* needs!

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What Else to Consider

When driving a new culture, it's important to consider the most effective **enablers to ensure talent and organization alignment, readiness and results**, including:

Leadership

- What leadership behaviors will best serve the organizational goals?
- What leadership development investments will drive rapid adoption of culture norms?

Employee Deal

- How will the organization align performance, recognition and rewards with new culture behaviors to drive outcomes?
- How does our culture translate into day-to-day employee experience?

Change and Adoption

- How will the organization operationalize and reinforce key shifts?
- Which measurable culture indicators will serve as leading indicators for performance improvement?

About Talent, Organization & People Solutions

TOP partners with clients to isolate and accelerate the capabilities and leadership required to deliver on your service promise.

Talent

Build workforce strategies, development programs and employee value propositions that deliver on your brand's promise.



Leadership



Workforce



Development



Employee Deal

Organization

Align operating model, elevate organization design and fitness, and build cultures that drive positive change.



Operating Canvas



Design



Performance and Fitness



Culture



Change and Adoption

People

Provide HR function expertise, create belonging solutions to support diversity, equity and inclusion, and enhance the employee lifecycle.



Human Resources



Belonging



Employee Life Cycle

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