

The Employee Experience Playbook- 10 Ways to Boost Retention, Engagement & Belonging

The Employee Experience is more than Perks! It is every Touchpoint from Pre-Onboarding to Promotion to Offboarding. This Employee Experience Playbook is your practical guide to building a People-First Culture that will last.

"Companies that invest in employee experience outperform those that don't by 122%."— Deloitte

Why Employee Experience Matters

Today's workforce is driven by connection, purpose, and belonging which is critical for your company's retention and employees' overall performance. Companies that design employee experiences see higher employee engagement, reduced turnover, increased retention, and better business outcomes.

10 Ways to Boost Retention, Engagement & Belonging

1. **Pre-Onboarding Matters:** Have HR Send a Customized Welcome video before Onboarding to New Hires.
2. **Manager Training:** Ensure Managers have ongoing training and resources on how to manage teams and lead inclusively.



3. **Create a Recognition Culture:** Send Personal Thank You Notes to Employees, Encourage Employees to Shout Out Peers, and Host Chat and Chew sessions.
4. **Highlight Important Moments:** Celebrate Employee Milestones, Birthdays, Work Anniversaries, and Personal Victories.
5. **Career Growth Mapping:** Create clear Career Growth Maps for employees that create future paths and have future-focused check-ins.
6. **Prioritize Health & Wellbeing:** Offer Companywide Mental Health Days, Work Flexibility, Company Reset Weeks, and Burnout Prevention Workshops.
7. **Leadership Visibility:** Employees need to be heard and need to hear from Senior Leaders, host Quarterly Q&A Open Sessions with Senior Leaders and All Employees.
8. **Internal Mobility:** Promote from within and inform employees about career mobility and project work opportunities available within the company and encourage them to apply.
9. **Exit Interviews:** Use feedback from Exit Interviews as actionable items to improve overall employee experience.
10. **Track the Right Data:** Track the Data needed to improve business outcomes and share appropriate data stats with employees.

Ready to Transform Employee Experience? Let’s design the kind of workplace your people won’t want to leave.

🎯 Let's Build Your People-First Culture