Lift HCM
People | Payroll | Performance

Finders Keepers:
Attracting, Recognizing and Retaining Top Talent

Focusing on a Positive Employee Experience

& Its Ripple Effect on Talent Management

The workforce has adjusted to many changes over the last year – from remote offices and zoom calls to mandatory facemasks and social distancing. Despite the negative impact on employee experience (EX), teams did their best to persevere throughout the disruption by quickly adapting to new ways of working.

The toll of the pandemic, however, has led many leadership teams to prioritize EX initiatives within their enterprise. **In fact, found that 92 percent of human resource (HR) leaders say EX is a top priority for their organization in 2021**. This focus will likely have a ripple effect on the rest of the organization, impacting every department from customer service to operations. For HR teams, a better EX will help shape a culture that makes it easier to find, recognize and retain top talent – a challenging task that was made even more complicated by the pandemic.

This eBook highlights unique circumstances that HR teams are facing when recruiting applicants and keeping workforces happy, including:

1

Attracting
Top Talent

2

Recognizing
Hard Work

3

Retaining
High Performers

Finders Keepers: Attracting, Recognizing and Retaining Top Talent

Attracting Top Talent
& Taking Advantage of New Opportunities

48% of HR leaders expect recruiting for new talent to be more difficult in 2021.

Although social distancing has had an impact on recruitment, the increase in remote work also comes with opportunities. In fact, the ability to recruit from anywhere was identified as one of the top three opportunities for HR departments this year in isolved's report. In order to take advantage of this opportunity, HR teams need access to comprehensive technology that improves efficiencies throughout the hiring process. In fact:

19% of HR leaders identify recruiting as the area that would benefit most from automation.

With a robust human capital management (HCM) platform, talent acquisition teams are able to streamline processes for:

- Creating job descriptions
- Collecting incoming applications
- Identifying qualified candidates
- Managing applicant communication
- Onboarding new hires

It is important to maintain a positive experience throughout an employee's tenure. HR teams can do this with recognition and engagement strategies that boost employee experience (EX) throughout the employment lifecycle.

Finders Keepers: Attracting, Recognizing and Retaining Top Talent

isolved NETWORK PARTNER

Lift HCM
People | Payroll | Performance

901 Warrenville Rd, Lisle IL 60532
(630) 366-2600
https://www.lifthcm.com

# Recognizing Hard Work
& the Impact on Culture

There are many ways to improve EX within an enterprise, from offering engagement tools that improve collaboration to recognizing hard work with performance management tools. And the best part? All of these tools can have a positive influence on culture. According to isolved's data:

HR leaders believe employee engagement is the top way to improve company culture.

In addition to improving culture, engagement tools can boost productivity as well as empower employees to connect and share feedback. With a robust HCM platform, HR teams can support the enterprise with:

- Social media-style communication tools
- Gamification capabilities that keep employees motivated
- Surveys, polls and the ability to crowdsource ideas

Engagement tools can also help employers recognize top performing staff members. In , employees identified performance reviews as one of HR's top three areas of improvement. isolved's "Transforming Employee Experience" report shows the message was heard loud and clear, because:

32% of HR leaders plan to invest in performance reviews in 2021.
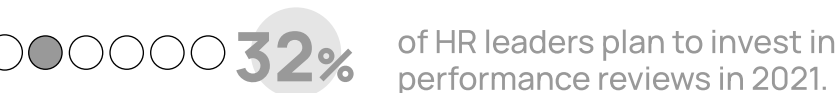
Measuring performance starts with goals. With an intelligently connected HCM platform, enterprises can:

- Enable employees to set goals that are connected to performance reviews
- Leverage templates to streamline the performance review process
- Identify top performers and employees with the most potential

Engaging and recognizing employees on a regular basis can go a long way in not only improving company culture, but also overall retention...

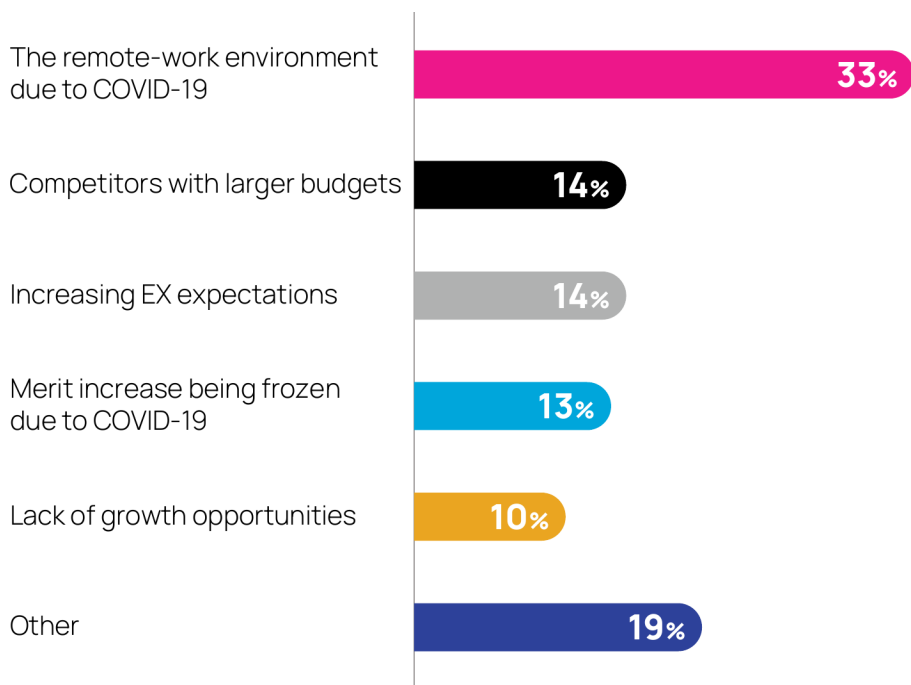**Finders Keepers:** Attracting, Recognizing and Retaining Top Talent

isolved
NETWORK PARTNER

Lift HCM
People | Payroll | Performance

Retaining High Performers
& Developing Talent from Within

Replacing employees costs time and money, with the actual cost as being up to two times the replaced employee's annual salary. In isolved's "Transforming the Employee Experience" report, HR leaders identified several threats facing retention at their company. Topping the list? The remote work environment, EX expectations and competitors.

What is the top threat facing talent retention at you company?

The remote-work environment due to COVID-19 — **33%**

Competitors with larger budgets — **14%**

Increasing EX expectations — **14%**

Merit increase being frozen due to COVID-19 — **13%**

Lack of growth opportunities — **10%**

Other — **19%**

So how can enterprises improve EX outside of boosting engagement and recognizing their employees' hard work? By providing employee development opportunities. In fact, in isolved's "2021 HR Trends" survey, employees ranked learning opportunities as the top way they would like to be engaged by their employers. This means that implementing a cloud-based learning management system (LMS) can go a long way toward not only improving overall EX, but also developing talent from within and reducing turnover.

Finders Keepers: Attracting, Recognizing and Retaining Top Talent

isolved NETWORK PARTNER

Lift HCM
People | Payroll | Performance

901 Warrenville Rd, Lisle IL 60532
(630) 366-2600
https://www.lifthcm.com

Finders, Keepers.
The Impact of Improving EX

Enterprises need to transform their EX in order to create a workplace that attracts and retains the best talent. Finding new hires is a difficult task, but retaining those hires is even more difficult when employees are unhappy. This is why HR teams need to focus on improving the entire employee journey – from hire to retire. Doing so will have a ripple effect throughout the organization that will make it easier to recruit and retain talent in the future.

Methodology

Transforming the Employee Experience Report
isolved surveyed 500 full-time HR leaders based in the United States in January 2021 for its "Transforming the Employee Experience" report. These leaders spanned more than 15 industries and held a position with the seniority level of manager or above.

901 Warrenville Rd, Lisle IL 60532

htttps://www.lifthcm.com

(630) 366-2600

2021 HR Trends Survey
isolved surveyed 295 full-time employees in December 2020. Employees ranged across job titles and more than 100 industries, with 100 percent of them employed full time in the United States.

Please note that whole-number rounding was used for data.

Lift HCM
People | Payroll | Performance

Attract & Hire

Optimize Your Recruiting Process to Better Engage and Hire Top Candidates

Candidate sourcing is arguably one of the most crucial functions of recruiting. But finding high quality talent for open positions is more difficult than ever before. Having an established hiring process, time-saving tools and quick follow through are all important to finding (and keeping) your next great employee.

With isolved Attract & Hire, you can dive head-first into tasks that need a personal touch and automate manual tasks that don't. Automatically post your open positions to best-in-class job boards, leverage artificial intelligence (AI) to pull together job descriptions for positions and schedule interviews easily with integrated calendars. Save time for things that matter most, while making sure nothing, and no one, falls through the cracks.

isolved Attract & Hire includes:

- Unlimited users, roles, permissions and positions
- Distribution to 5,000+ free, premium and social media job boards
- Responsive branded career site
- Job ad writer
- Candidate Match
- Job requisition tracking
- Configurable job templates, applications and offer letters
- Unlimited interview and screening questions
- Calendar and email integration
- SMS and email communication options
- Candidate scoring and spotlight
- Configurable status and disposition codes
- Analytics, dashboards and reporting
- Mobile-friendly and intuitive application process

Lift HCM
People | Payroll | Performance

isolved NETWORK PARTNER

901 Warrenville Rd, Lisle IL 60532
(630) 366-2600
https://www.lifthcm.com

Key Benefits

Quickly and efficiently automate manual hiring tasks and collaborate with teams to collect candidate feedback, scoring and more all in one place

Leverage over 5,000 free job boards, premium job boards and social media job boards to post your open positions in one-click

Eliminate tedious communication channels with simple calendar and email integration, as well as intuitive interview scheduling

Craft enticing job posts by leveraging artificial intelligence via the Job Ad Writer and personalize recruiting efforts with configurable job templates, applications, offer letters and more

View applicants that are best-fit to the required skills and experience via AI-driven Candidate Match

Gain insight into where you can improve your hiring process and decision making with in-depth reporting

Reduce Time-to-Hire

Effortlessly automate tedious tasks, filter large talent pools and collect candidate scores and ratings to scale your hiring pipeline. You can quickly identify and process top talent via AI-powered candidate matching tools to reduce your recruitment cycle. And with Onboard & Develop, you can seamlessly move candidates to new employees for a more enjoyable, efficient and memorable experience within a single platform.

Expand Your Talent Reach

Enable managers to engage with large, diverse passive and active talent pools, where candidates have the right skills and attributes by leveraging free and premium job boards, branded career sites and more. Intelligent, configurable reporting allows managers to easily track and manage candidates entering the sourcing funnel to save time, money and effort, improving decision making and ultimately, maximizing hiring results.

Optimize the Candidate Experience

Enhance the candidate experience by streamlining communication channels, interviews, assessments and follow ups, enabling candidates to stay informed and feel invested throughout the entire process. Craft stronger and enticing job descriptions that align company and candidate needs with AI writing tools to reduce application drop rates, increase top-quality candidates and bridge any hiring gaps.

Effortlessly attract top qualified candidates and create a streamlined candidate experience for optimized talent retention with isolved Attract & Hire.
Call us at **(630) 366-2600** or visit **https://www.lifthcm.com**

Lift HCM
People | Payroll | Performance

isolved Attract & Hire

Seamlessly manage your hiring with a configurable Applicant Tracking System (ATS) that helps you optimize every stage of your recruiting process. Whether you want to scale your team quickly, source remote candidates or reach diverse talent, isolved Attract & Hire gives you the technology to find the best-fit candidates for your open roles.

Features:

- Unlimited Users
- Unlimited Positions
- Distribution to 5,000+ free, premium and social meda job boards
- Responsive Branded Career Site
- Internal Job Board
- Job Templates
- Calendar & Email Integration
- SMS & Email Communication Inbox
- Employee Referral Portal
- Configurable Job Applications
- Unlimited Screening Questions
- Resume Parsing
- Custom Tags
- Configurable Candidate Scoring
- Candidate Spotlight

- Candidate Matching
- Configurable Statuses and Disposition Codes
- Rule-Based Status Assignment
- Email Automation
- Recruiting Agency Portal
- HR Data Surveys
- Reference Surveys
- Metrics Dashboard
- User Roles & Permissions
- Analytics & Reporting
- Affirmative Action Reporting
- Custom Offer Letters
- Job Requisition Tracking
- Job Ad Writing/Rewriting
- Passive Candidate Notification
- Onboarding Integration

Support:

- Chat Support
- Live Phone Support
- Built in FAQs
- Live Training for Admins & Managers

Marketplace Add-ons:

- Background Checks
- Assessments
- Video Interviews for Screening

Attract top qualified candidates and create a streamlined candidate experience for optimized talent retention with isolved Attract & Hire.**Call us today at (630) 366-2600 or visit https://www.lifthcm.com**

Lift HCM
People | Payroll | Performance

isolved
NETWORK PARTNER

901 Warrenville Rd, Lisle IL 60532
(630) 366-2600
https://www.lifthcm.com