



## CASE STUDY

### Talent Management and Employee Engagement Transportation & Logistics (500 employees)

#### Situation

Our client had been struggling with high turnover and low engagement prior to the pandemic. Concurrently, they experienced unprecedented levels of business growth during the pandemic which exacerbated their human capital challenges. Agilitas was retained by the CEO to develop and implement multiple projects across the organization to streamline hiring and onboarding, increase retention and improve employee engagement.

#### Approach

- Conducted a thirty-day due diligence period involving extensive data analysis and interviews with more than twenty leaders
- Implemented a series of recommended projects focused on the following four areas:
  1. Organizational Design and Effectiveness
  2. Culture and Engagement
  3. Talent Management
  4. HR Business Process Reengineering
- Over the ensuing twelve months, we worked closely with the executive team and various business functions to successfully implement a number of the initial recommendations as well as identify and solve new challenges.

#### Outcomes



**Turnover reduced by 25% while the company grew its workforce by 20%.**



**Employee engagement scores measured by Great Place To Work increased by 10%.**



**Significant number of new engagement activities implemented across the organization.**