



# Success Story

How a large health care organization improved employee **engagement**, wellbeing, and **performance** through the implementation of a customized **survey and development** workshop.

CLIENT



More than  
**1,200**  
employees



Health care  
Organization

## Business Needs



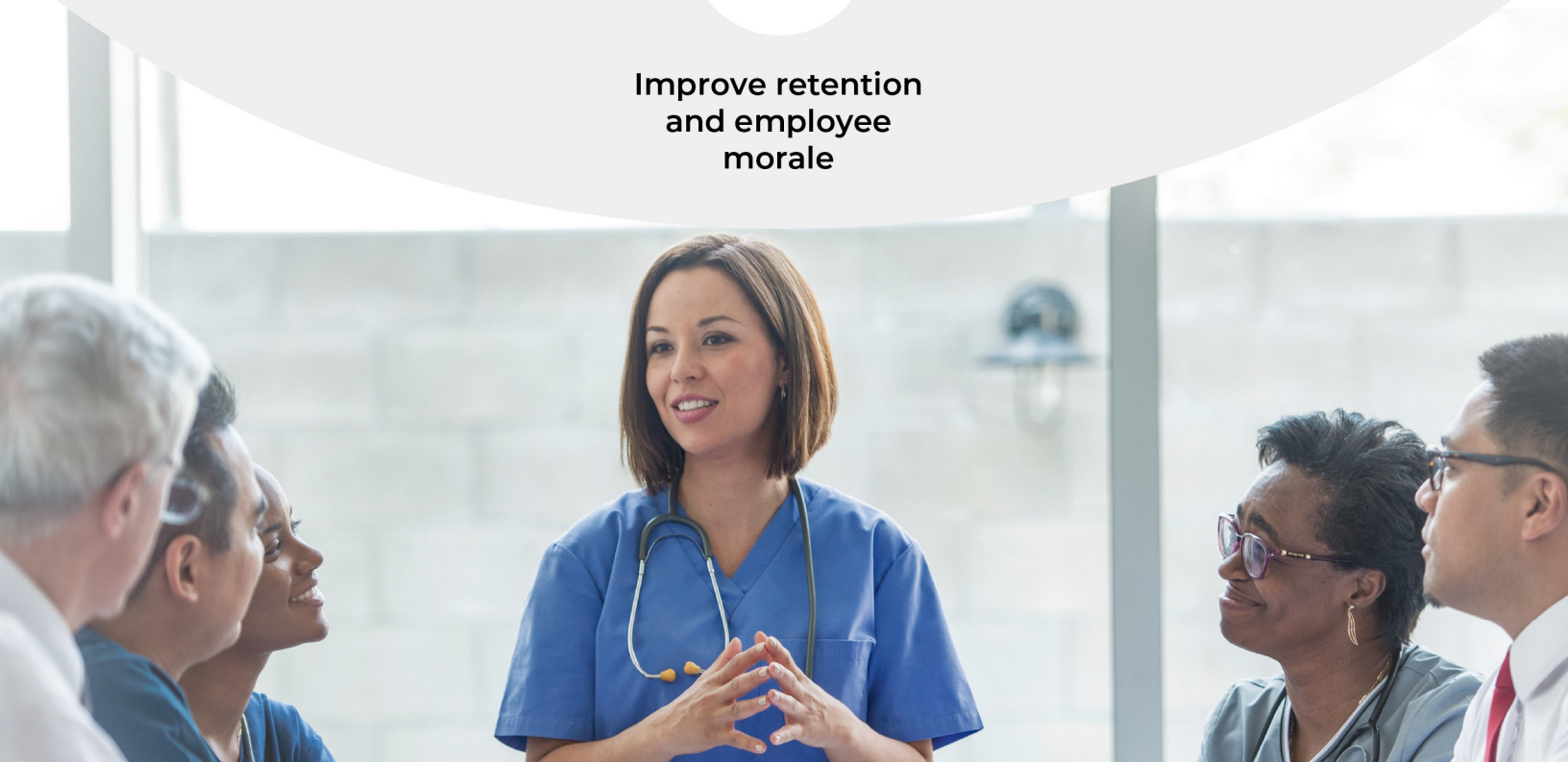
Enhance employee  
performance and  
development



Provide  
leaders with  
coaching  
resources



Improve retention  
and employee  
morale



# Solution



Designed and administered a survey to understand drivers of turnover



Gathered performance data from supervisors to link performance to metrics that matter



Conducted employee focus groups to determine most effective solution



Customized and facilitated a leadership development workshop

*"InVista has truly worked as a hands-on partner with us. They have given us honest, insightful and productive feedback to assist our organization in improving employee retention. Key is that they have given us tools to use to improve on recurring themes and perceptions of management and employees."*

*Company leadership*

# Results

- ✓ Leaders felt more confident and capable to have performance conversations with employees
- ✓ Attendees learned how to prepare for difficult conversations
- ✓ Supervisors reported a better understanding of how to consider the employee perspective and overall improved communication skills

**98%** of leaders felt the workshop was engaging and clear

**95%** of leaders felt more prepared for difficult conversations

Employees rated the development workshop positively:

- The likelihood that leaders would recommend the workshop was **9.3 out of 10**
- Attendees rated the workshop highly, with a Net Promoter Score® of **+78**



Contact [InVista](#) and learn more about our wellbeing solutions.

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