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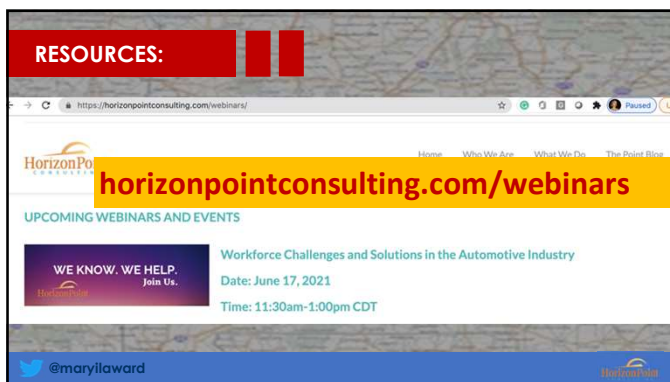
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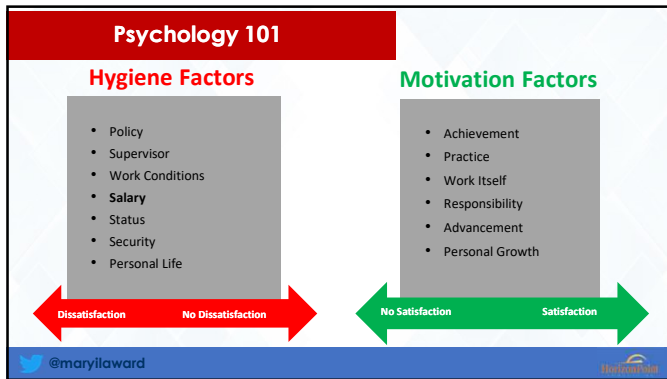
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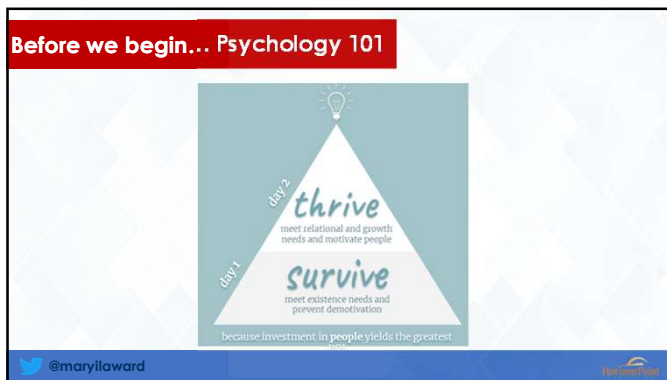
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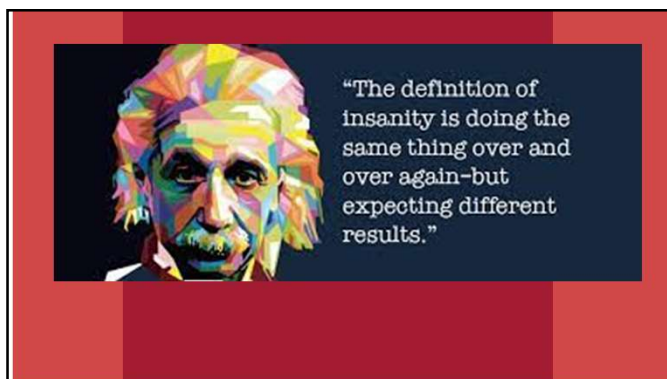
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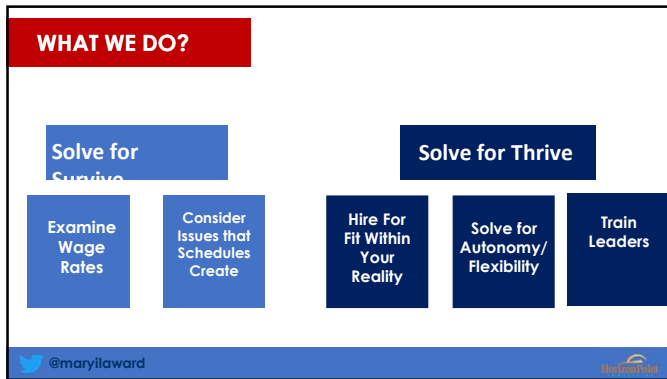
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**OWNERSHIP:**

**Examine Wage Rates-  
Are we making people  
"DUMBER?"**

@maryilaward

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**Examine Wage Rates-  
How much is turnover  
costing us?**

Turnover rate of 30%  
on approximately 3000  
employees

Direct and Indirect Cost of  
Turnover =  
100% of annual wage

Annual Wage of  
Production Staff =  
approximately \$36,000

Annual Cost of Turnover =  
\$32.4M

@maryilaward

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### 1. Childcare

- 13.6 million single parents raising over 21 million children.
- Between 2-3 million women have left the labor force since the pandemic began.



 @maryilaward


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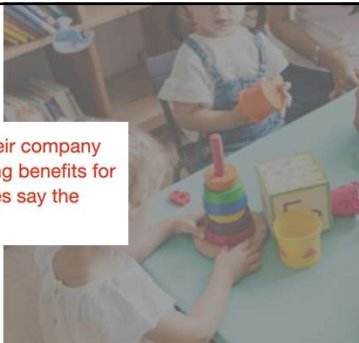
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### 1. Childcare

While 81% of executives say their company has been successful in extending benefits for childcare, just 45% of employees say the same.



 @maryilaward


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### 2. Sleep

“Participants who had worked with a rotating shift pattern for 10 or more years were found to have much lower overall cognitive and memory scores than those who had never worked in that manner. The lower scores were found to be equivalent to 6.5 years of age-related cognitive decline.”



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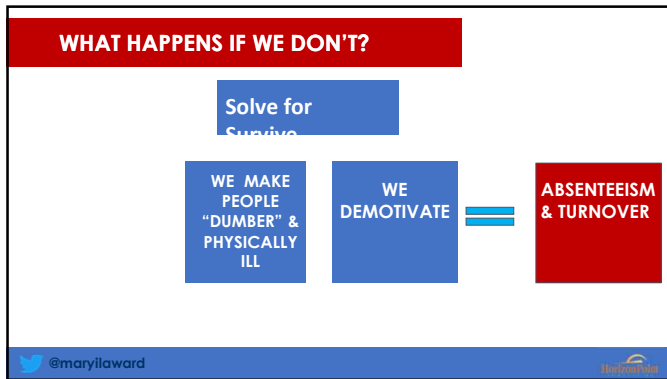
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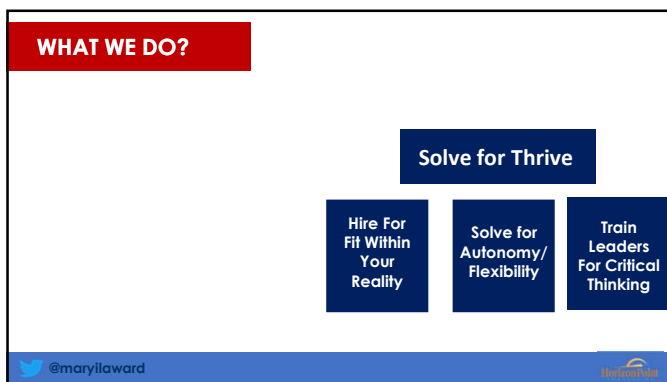
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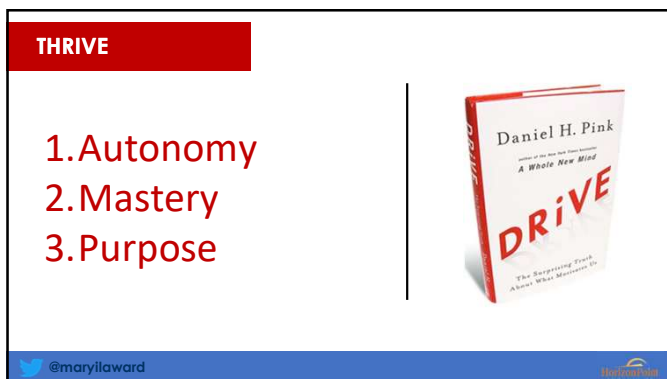
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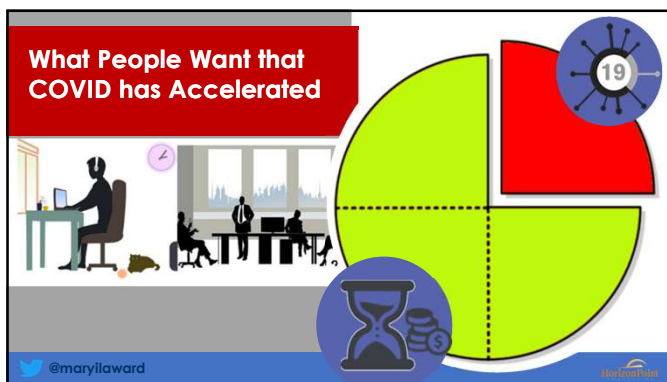
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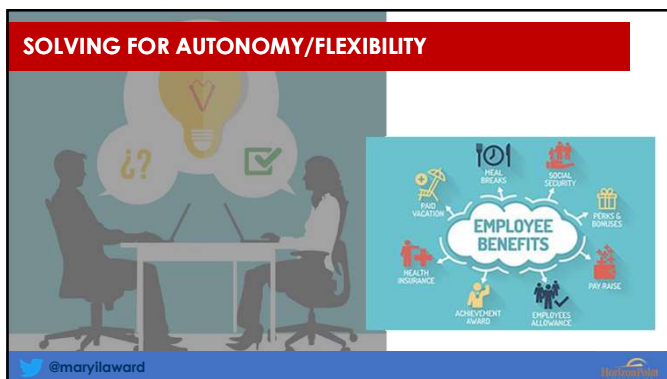
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**SOLVING FOR AUTONOMY/FLEXIBILITY**




@maryilaward

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**Train Leaders & Align Goals**



**70%**

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**WHAT HAPPENS IF WE DON'T?**

Solve for Thrive

WE DON'T MAXIMIZE OUR GREATEST RESOURCE

WE CAN'T MOTIVATE

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**ABSENTEEISM & TURNOVER**

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**AND THAT COSTS US...**

Turnover rate of 30% on approximately 3000 employees

Direct and Indirect Cost of Turnover = 100% of annual wage

Annual Wage of Production Staff = approximately \$36,000

Annual Cost of Turnover = \$32.4M

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**WHAT TO DO?**

"Follow the science, experiment, then follow the data."  
David Rock NLI

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**Upstream**

THE QUEST TO SOLVE PROBLEMS BEFORE THEY HAPPEN

DAN HEATH

HorizonPoint CONSULTING

**"Favor scoreboards over pills."**

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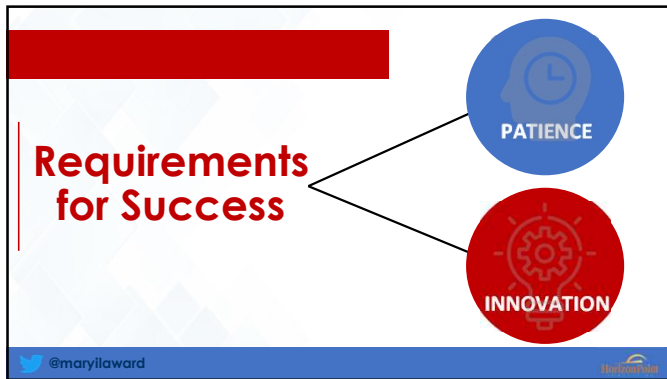
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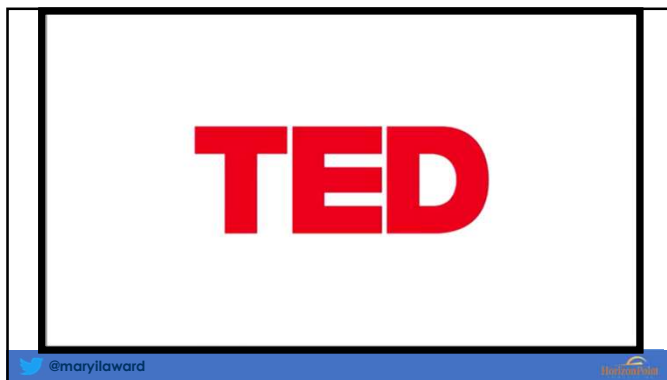
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learn how you can innovate your workplace through meaningful people practices with

**illuminate**  
a 2-day intensive workshop

Day 1 **survive**  
meet existence needs and prevent demotivation

Day 2 **thrive**  
meet relational and growth needs and motivate people

because investment in people yields the greatest return

horizonpointconsulting.com/illuminate

**HorizonPoint**  
CONSULTING

**Mary Ila Ward**  
[miw@horizonpointconsulting.com](mailto:miw@horizonpointconsulting.com)

[@maryilaward](https://twitter.com/maryilaward)  
[horizonpointconsulting.com](http://horizonpointconsulting.com)

**The Point Blog**

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