

Why invest in Learning and Development?

HAPPIER EMPLOYEES



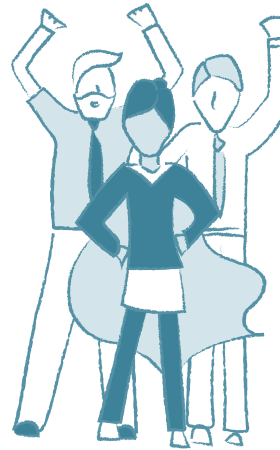
74%

felt that they weren't achieving their full potential at work due to **LACK OF DEVELOPMENT** opportunities.¹

Half of Americans have left a job to **GET AWAY FROM THEIR MANAGER**.²

BEING APPRECIATED is the top factor affecting employee happiness.³

HIGHER RETENTION



IT COSTS

150%

of annual salary to hire, onboard and train a new employee.⁴

The #1 reason people leave their jobs is **POOR MANAGEMENT**.⁵

Millennials cite **OPPORTUNITIES TO LEARN AND GROW** as most important factor when applying for a job.⁶

MORE PRODUCTIVE TEAMS



HIGH ENGAGEMENT TEAMS are

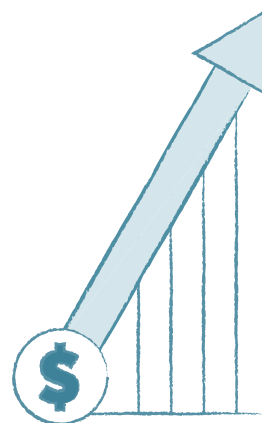
20-40%

more productive.⁷

Time spent by managers and employees in **COLLABORATIVE ACTIVITIES** has ballooned by 50% in recent years.⁸

Psychological safety has the **HIGHEST IMPACT ON TEAM PERFORMANCE**.⁹

HIGHER PROFITABILITY



\$359b

in paid hours are lost each year to workplace conflict.¹⁰

HIGH ENGAGEMENT COMPANIES are 12-18% more profitable.¹¹

Great Place to Work / Fortune Best companies provide **3X THE FINANCIAL RETURN**.¹²

1 Middlesex University for Work Based Learning
2 Gallup
3 Boston Consulting Group

4 Center for American Progress
5 PricewaterhouseCoopers
6 Gallup

7 Gallup
8 Harvard Business Review
9 Google, Project Aristotle

10 CPP Global: Human Capital Report
11 Gallup
12 Great Place to Work Institute, Fortune 100 Best Companies to Work For

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