



# Comprehensive Employee Engagement Program

**Attract and retain top talent by proactively capturing ongoing feedback.**

Employee turnover costs real estate organizations over \$2.5 million per year<sup>1</sup> in recruiting, training, and lost productivity. At the same time, disengaged employees cost organizations another \$300 million each year<sup>2</sup> — further impacting stakeholder relationships and damaging company culture. The first step to combat turnover is to create an environment where your team can share their feedback and trust that management will take action.



**Reduce  
Turnover Costs**



**Increase  
Employee Retention**



**Improve  
Stakeholder Relations**



**Create a Culture  
of Belonging**

<sup>1</sup>Gallup: Fixable Problem Costs Trillions, <sup>2</sup>Gallup: Tackle Employees Stagnating Engagement

# Measure Employee Satisfaction

Grace Hill can help you create an environment where employees feel challenged and valued by understanding what matters most to your team. Using surveys to measure what is working (or not working) in your company allows you to proactively make changes that build employee loyalty, improve productivity, and protect your bottom line.



## Annual Employee Surveys

Capture and measure your employee sentiment KPIs over time with an annual survey! Gather unbiased feedback on seven dimensions of employee engagement for a full picture of your organization’s performance. Plus, instantly generate professional-looking PDF documents that include all survey details needed for internal and external stakeholders or GRESB initiatives!

## Pulse Surveys

Follow up on issues that arose in your Annual Survey to monitor and track resolution efforts. Easily send Pulse Surveys from your online portal to get a quick snapshot into current employee experience, allowing you to keep your finger on the pulse of sentiment!



## AI Sentiment Analysis

Sifting through employee survey comments can be overwhelming! Our AI Sentiment Analysis instantly processes vast amounts of employee feedback to consolidate and identify themes across your survey comments. Save time and ensure you don't overlook valuable employee feedback not covered in the survey with this AI tool!

## Action Planning Tool

Craft strategic plans grounded in results from employee surveys. Use our Action Planning Tool to create and monitor individual tasks that address insights learned from the Employee Engagement Program, so admins can monitor progress and ensure the survey follow-up objectives are achieved.



When it comes to analyzing commercial and multifamily real estate survey data, no one does it better than Grace Hill and the Kingsley Index.

## Real-Time Dashboard Analytics

Get the insights you need to understand and quickly act on employee feedback. Analyze seven dimensions of employee engagement and filter survey results by property, region, department, or employee demographic with our intuitive dashboard.

Plus, you can compare your results to the Kingsley Index™ for relevant benchmarks that highlight where to focus your improvement efforts.



Up to

**20%**

of employee turnover occurs within the **first 45 days**.<sup>3</sup>

**51%**

of former employees disclosed that during their final three months, **no one** at the company **asked about their job satisfaction**.<sup>4</sup>

Don't wait for employees to leave to ask why.

Find out how Grace Hill can help you retain employees and reduce turnover costs with honest feedback on their experience.

**Request a personalized demo today!**

<sup>3</sup>Gozego, 2022