

holistic

Introduction

Holistic helps companies build diverse, inclusive, vibrant workforces by using data and analysis to attract, retain, inspire, and motivate top talent.

Holistic uses Data and People Analytics to measure employee engagement. We identify key areas of concern for companies and develop a roadmap to improve upon them. By taking a “holistic” approach and underpinning everything with a focus on diversity and inclusion, we craft solutions that create the best chance for happier, healthier companies..

The Holistic Process

The process begins and ends with data. Holistic measures and analyzes large subsets of people data (performance, compensation, employee engagement, Company DNA, and alumni relations) to measure and understand your company’s strengths and challenges. The deliverables from the first phase are a Holistic Inclusion Index Score, key metrics around your people and your organization, and an action plan to address any problem areas. The Index and related metrics allows the company to track its own progress and measure itself against competitors, time, and its own aspirations.

The second phase is the implementation of targeted solutions (technology, consulting services, and training) to address the specific problems and challenges that have been identified. Holistic continues to gather data and performs on-going analysis. We measure the progress that the company makes against the key metrics, with a particular focus on measuring tangible improvement for the employees.

Conclusion

Thoughtful companies are acting now and acting aggressively to differentiate themselves in the marketplace, by using data, measurement and analysis to create an advantageous landscape. Holistic is here to help.

www.holisticindex.com