

DAME LEADERSHIP HELPS NATIONAL MANUFACTURING COMPANY ACHIEVE 63% TURNOVER REDUCTION

Dame Leadership's tailored assessment solutions transformed hiring practices, reducing turnover and enhancing employee performance.



OVERVIEW

A national manufacturing company faced a daunting challenge: high turnover rates among hourly employees disrupted operations and increased costs. Partnering with Dame Leadership, the company implemented a custom assessment process designed to evaluate key skills and cultural alignment. The result was a 63% reduction in turnover, improved employee performance, and significant cost savings.

With turnover dropping from 80% to 30% and data-driven hiring practices in place, the company successfully transformed its workforce.

CHALLENGE

High turnover among hourly employees was a persistent issue for the manufacturing company, with rates as high as 80% prior to intervention. This created significant costs and operational inefficiencies. Additionally, the company struggled to attract candidates who aligned with their expectations for job performance and cultural fit. A solution was needed to improve hiring practices and reduce attrition while identifying employees most likely to succeed.

SOLUTION

Dame Leadership collaborated with the company to identify critical job competencies, such as Attention to Detail, Reliability, Rules Compliance, and Teamwork. Using this data, a custom assessment was designed and implemented to evaluate candidates' skills, abilities, and cultural fit.

The assessments were integrated seamlessly into the hiring

process, offering a data-driven approach to screening candidates. A focus was placed on measurable traits and behaviors that correlated with long-term success in the company's roles.

RESULTS

The impact of implementing the assessments was transformative:

TURNOVER REDUCTION

Turnover among hourly employees decreased from 80% to 30%, representing a 63% reduction.

IMPROVED PERFORMANCE

Employees hired using the new assessments demonstrated fewer attendance issues and better on-the-job performance.

COST SAVINGS

With lower turnover rates, the company saved on recruitment, training, and onboarding costs.

DATA-DRIVE INSIGHTS

The company gained valuable insights into the traits of successful employees, refining their hiring strategy for continued improvement.

By utilizing Dame Leadership's expertise, the company not only resolved their immediate challenges but also established a foundation for sustainable talent management.

About Dame Leadership

Dame Leadership provides a full range of services aimed at empowering leaders and transforming organizations. We specialize in Strategic Planning, ensuring businesses align their direction and position themselves for growth. Our Dame Leadership Academy offers training that equips individuals with the confidence and skills to lead effectively. Additionally, our Executive Coaching and Employee Assessments deliver personalized guidance and insights to enhance leadership development and improve hiring decisions.



BENEFITS

RELIABLE WORKFORCE

The assessment program identified and retained candidates best suited for success, significantly reducing disruptions caused by turnover.

PERFORMANCE OPTIMIZATION

By aligning employees' skills and values with organizational needs, the company built a more productive workforce.

STRATEGIC INSIGHTS

The data-driven approach enabled the company to refine its hiring strategies and focus on long-term workforce development.
