

## Your Team Dashboard for Preventing Turnover

### What This Means for You

You already know engagement matters. You've been to the leadership training. You understand the theory. What you haven't had until now: a daily tool that shows you what's actually happening with your team and tells you exactly what to do about it.

Clover ERA is your engagement command center. Five minutes Monday morning, you know if your team is thriving or struggling. When scores drop, the platform tells you why and recommends specific interventions you can run this week. No more guessing. No more finding out someone's unhappy when they give notice.

### Your Daily Workflow (5 Minutes)

#### 1. Check Your Dashboard (2 minutes)

Log in Monday morning. See your team's engagement across six dimensions. Green = good. Yellow = watch. Red = act now. Trend arrows show if things are improving or declining.

#### 2. Review Alerts (1 minute)

Platform flags anything significant: 'Communication score dropped 8 points' or 'Three team members mentioned workload concerns.' You don't need to analyze—it tells you what matters.

#### 3. See Recommended Actions (2 minutes)

For each alert, platform recommends specific worksheets. 'Communication issue? Try Worksheet C3: Addressing Bottlenecks.' Click through, see what it involves, decide if you'll use it in this week's team meeting.

### What Your Dashboard Shows You

Dimension	What It Measures	Why You Care
Communication	Do people feel heard? Is info flowing?	Communication breakdowns cause 70% of team conflicts
Learning	Are people growing? Learning new skills?	People leave when they stop learning
Opportunities	Do people see a future here? Room to grow?	Career path clarity predicts retention
Vulnerability	Can people be honest? Admit mistakes?	Psychological safety drives innovation
Enablement	Do people have what they need to succeed?	Lacking tools creates frustration and burnout
Reflection	Does the team pause to learn and improve?	Continuous improvement requires reflection

*Each dimension gets a score (0-100) and a trend arrow. You see immediately what needs attention.*

### Taking Action: The 105+ Worksheets

When a score drops, platform recommends specific worksheets. Each worksheet is a 15-30 minute structured conversation you can run with your team. They're proven interventions that actually work.

#### Example: Communication Score Dropped

- Platform recommends: Worksheet C3 'Addressing Communication Bottlenecks'
- You run it in Friday's team meeting (20 minutes)

- Team identifies: Weekly update emails arrive too late
- Quick fix: Move update to Monday mornings instead of Friday afternoons
- Following week: Communication score rebounds 12 points

## What This Changes for You

Before Clover ERA	With Clover ERA
Hope your team is okay	<b>Know your team is okay</b>
Find out someone's unhappy when they quit	<b>See disengagement 6 months before they'd leave</b>
Guess what's wrong when someone seems off	<b>Know exactly which dimension needs attention</b>
Try random fixes and hope something works	<b>Use proven worksheets that actually work</b>
Spend weeks recruiting replacements	<b>Spend minutes preventing resignations</b>

## What Your Team Experiences:

- One email each morning with a single question (15 seconds)
- 100% anonymous—you never see individual responses, only team trends
- They see you actually act on their feedback (builds trust)
- No survey fatigue—85%+ participation rate because it's so quick

## Your First Week With Clover ERA

### Day 1: Onboarding (30 minutes)

Quick walkthrough of your dashboard. Practice navigating the six dimensions. See example worksheets. That's it.

### Days 2-7: Baseline Week

Your team starts receiving daily questions. You watch scores populate. Platform establishes your baseline. No action required yet—just observe.

### Week 2 Onward: Active Management

Check dashboard Mondays (5 minutes). Review any alerts. Run recommended worksheets when scores drop. Watch your team engagement improve.

## The Bottom Line:

*This is the daily tool you've been missing. You finally have what HR has—data about your team. Plus what HR doesn't give you—specific actions to improve it.*