Empowering Your Managers to Drive Engagement

Your Challenge: Managers Need Tools, Not Just Training

You've invested in manager training, leadership development, and annual engagement surveys. Yet managers still struggle to prevent turnover on their teams. The gap isn't knowledge—it's infrastructure.

- Managers learn best practices in training, then have no daily tools to apply them
- Annual surveys tell you what was wrong months ago, not what to fix today
- You create engagement action plans, but can't track which managers actually implement them
- When executives ask 'what are we doing about engagement?' you describe initiatives, not real-time actions

The Solution: Manager Enablement Infrastructure

Clover ERA doesn't replace your HR tools—it fills the critical gap between HR analytics and manager action. Think of it as the execution layer for your engagement strategy.

Your Current Tools	The Gap	Clover ERA Fills
Annual surveys show company trends	Managers get no team-specific daily data	Daily team dashboards for each manager
Training teaches what to do	Managers lack tools to apply learning	105+ proven worksheets managers actually use
HR creates engagement initiatives	Can't track which managers implement	Real-time visibility into manager actions

Keep your existing tools. Add the manager execution layer.

Implementation: Designed for HR Operations

Setup: 15 Minutes Total

Upload roster, map managers to teams, set reflection schedule. You're operational by next week. No consultants, no change management project, no IT tickets.

Rollout: Start Small, Expand Naturally

Pilot with 3-5 managers in highest-turnover department. When they see results, other managers ask for access. You control expansion pace based on proven outcomes.

Your Role: Strategic, Not Tactical

Platform handles daily operations. You review org-wide trends, share manager effectiveness metrics with leadership, and scale what's working. Finally, data showing engagement improvements in real-time, not retrospectively.

Metrics You'll Report to Leadership

Week 1-2	Day 30
85%+ employee participation rate Manager engagement baselines established First patterns identified by managers	Measurable score improvements in pilot teams 4-6 high-risk team members re-engaged Manager effectiveness data for leadership

Day 90	Year 1
20-30% turnover reduction in pilot dept Other managers requesting access ROI validation for expansion	29% avg turnover reduction (beta results) $4.2M average annual savings Manager effectiveness benchmark established

Strategic Impact for HR Leadership:
- Transform from reactive (responding to resignations) to proactive (preventing them)
- Show leadership real-time manager effectiveness, not year-old survey data
- Scale best practices across managers with evidence of what works
- Finally answer 'are managers implementing engagement initiatives?' with data

Recommended Pilot Approach

Start with 3-5 managers in your highest-turnover department. 30-day trial. No credit card. If you don't see measurable improvement in manager confidence and team engagement scores, this isn't right for your organization. But 100% of beta CHROs continued after trial—the data convinced them.