



# How Clover ERA Works

Your teams check in daily. Your People function gets the data that turns retention from reactive to predictive.

<b>C</b> <b>Communication</b> Is information flowing both ways? Do people feel heard?	<b>L</b> <b>Learning</b> Are people growing? Do they feel like they're developing?
<b>O</b> <b>Opportunity</b> Can people see a future here? Is there somewhere to go?	<b>V</b> <b>Vulnerability</b> Can people be honest without risk? Is it safe to speak up?
<b>E</b> <b>Enablement</b> Do people have what they need to do their job? Are blockers being removed?	<b>R</b> <b>Reflection</b> Do people feel recognized? Is their contribution visible?

Each dimension maps to specific neurochemical drivers of retention documented in peer-reviewed research. When a dimension shifts, it shows up before the person has made a decision. Not after.

## The Rhythm

**Daily:** Anonymous team check-ins. Takes under two minutes per person. Responses are completely anonymous to maintain psychological safety.

**Bi-weekly:** Manager reports with specific actions. Your People team sees the same data with organizational context.

**Monthly:** Cross-team and department level patterns showing where systemic issues are developing.

**Quarterly:** Executive-ready reporting with cost impact data in language your CFO will act on.

## From Sentiment to Strategy

Most retention data arrives too late and in the wrong language. Annual surveys capture what people felt months ago. CLOVER captures what's shifting today and translates it into financial exposure your leadership team can act on. Your People function moves from reporting sentiment to reporting cost impact. From exit interviews explaining what you lost to daily signals showing what you're about to lose.

# What Changes When It's Running

## Before Clover ERA vs After Clover ERA

Before	After
Annual survey results delivered months after collection	Continuous data showing shifts as they happen
People team reports sentiment, leadership ignores it	People team reports financial exposure, leadership acts
Exit interviews explain what you already lost	Daily signals show what you're about to lose
Retention strategy is reactive and event-driven	Retention strategy is predictive and data-driven
People function is seen as cost centre	People function is connected directly to cost prevention

## What Your People Team Sees

Organization-wide analytics that answer three questions:

1. Which managers need support right now and why?
2. Where are the systemic patterns across teams and departments?
3. What is the data telling leadership they need to hear?

## Investment

One prevented departure saves approximately **\$91,582**.

The investment breaks even at one.

Positioned as operational infrastructure. Funded from operational budget.