



# How Clover ERA Works

Your teams check in daily. Your leadership team sees the financial exposure in real time.

<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.

**Bi-weekly:** Manager reports showing what's changed, who's at risk, and what to do about it.

**Monthly:** Team and department level insights showing patterns across the organization.

**Quarterly:** Executive reporting showing cost impact, trend data, and prevented turnover value.

## Executive Visibility

Leadership doesn't wait for quarterly reviews to understand retention risk. Clover ERA surfaces financial exposure at the team, department, and company level in real time. Your managers receive specific recommended actions tied to what's shifting on their teams. When managers act earlier, the cost impact shows up in your numbers. Direct line from manager behavior to P&L.

# What Changes When It's Running

## Before Clover ERA vs After Clover ERA

Before	After
Turnover cost is a number finance reports once a year	Turnover cost is a live figure updated in real time
Replacement costs surface after someone leaves	Financial exposure is visible before a decision is made
No line item connects manager behavior to P&L impact	Direct correlation between manager action and retention cost
Board reporting relies on lagging indicators	Leadership sees leading indicators across every team
The question is "what did turnover cost us last year?"	The question becomes "what are we preventing this quarter?"

## What Your Leadership Team Sees

An executive dashboard that answers three questions:

1. What is our total turnover exposure right now?
2. Which teams and departments carry the highest risk?
3. What is the cost trend quarter over quarter?

## Investment

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

The investment breaks even at one.