How Clover ERA Works

Your team checks in daily. You get clarity on what's really happening before someone decides to leave.

C	**Communication** Is information flowing both ways? Do people feel heard?	**L**	**Learning** Are people growing? Do they feel like they're developing?
O	**Opportunity** Can people see a future here? Is there somewhere to go?	**V**	**Vulnerability** Can people be honest without risk? Is it safe to speak up?
E	**Enablement** Do people have what they need to do their job? Are blockers being removed?	**R**	**Reflection** 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: Your team answers a short anonymous check-in. Takes under two minutes. You don't see individual responses. You see patterns.

Bi-weekly: You receive a report showing what's changed on your team, who needs attention, and a specific recommended action.

Monthly: Team-level insights showing trends over time so you can see whether things are improving or declining.

Quarterly: Your contribution to retention is visible to leadership with real cost impact data.

What Lands In Your Hands

Not another dashboard to check. Not another training to complete. Every two weeks you receive a report that tells you who needs attention, what specifically changed, and what conversation to have this week. The system does the analysis. You have the conversation. When someone on your team starts pulling away, you'll know before they've made a decision. Not after they've handed in notice.

Before Clover ERA vs After Clover ERA

Before	After
You find out someone is leaving when they hand in notice	You see risk signals weeks before they decide
1:1s rely on what people choose to tell you	Anonymous daily data shows what people won't say directly
You guess which team members need attention	You know which team members need attention and why
Silence from a team member could mean anything	Silence is measured, flagged, and explained
You react to resignations	You prevent them

What You See Every Two Weeks

A bi-weekly report that answers three questions:

1. Who on my team should I be paying attention to right now?
2. What specifically changed and when did it shift?
3. What should I do about it this week?

No noise. No aggregate scores. No 40-page report. Three answers. One conversation.

Investment

Single Team: **$295 per month**. Covers up to 20 people.

Breaks even if it prevents one person from leaving. One.