



Proof at a Glance: Two Organizations, One Pattern

Two organizations in different industries, different countries, different sizes. Both discovered the same thing: the problem they were solving was not the problem their people were experiencing. Clover ERA surfaced the real issue within two weeks in both cases.

	UK Private School (300 Staff)	Fortune 500 Tech Division (350 People)
Industry	Education	Insurance / Technology
Size	300	350
Top Dimension Flagged	Learning (29%)	Communication (28%)
Time to Surface	2 weeks	2 weeks
Score Improvement	45% → 66% overall	28% → 52% (Comm), 31% → 56% (Enable), 34% → 62% (Reflect)
Transformation Period	3 months	3 to 6 months
Business Outcome	Career development transformed, sessions became valuable	25% → 15% turnover, \$1M+ saved, 22:1 ROI
Intervention Cost	Nothing (30 mins/week reallocation)	\$45,000 / 6 months

The Pattern

TIME TO FIRST INSIGHT

2 weeks

both organizations

ROOT CAUSE

Not what they assumed

exit data was wrong

ROI FLOOR

22:1

Fortune 500 measured

Organization and individual names have been changed to protect confidentiality. CLOVER dimension scores and business metrics are actual measured results.