

# HR TRANSFORMATION, LLC

Free Guide to Driving  
Success with HR Gauges



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## The Performance Dashboard: Driving Success with Precision

### Who We Are

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Hello, I'm Kelly Lowry, owner and consultant at HR Transformation, LLC. Over my 15 years of experience in HR and organizational consulting, I've helped businesses like yours elevate their performance through strategic people practices.

### What We Do

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At HR Transformation, my team believes that the success of any organization is deeply rooted in its people, processes, and culture. Much like a car, your business has several systems that need to work harmoniously. That's why I've created The Performance Dashboard, a unique framework to assess and optimize the key components of your organizational success. And the best part, the initial assessments of your gauges are free!

## How We Can Help

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At HR Transformation LLC, we partner with organizations to identify pain points, implement strategic solutions, and drive measurable results. Companies with highly engaged employees see a **21% increase in profitability** and a **41% reduction in absenteeism** (Gallup), but only **34% of employees in the U.S. are engaged**. We help you close this gap with customized engagement strategies that inspire your workforce.



Our leadership training programs address critical gaps, as **77% of organizations report leadership development as their greatest challenge** (Deloitte). Effective leadership not only improves employee retention by up to **32%**, but also drives productivity and innovation.

We understand the importance of workplace culture, as **76% of employees believe a strong culture fosters innovation** (SHRM). Yet, poor workplace culture costs U.S. businesses over **\$223 billion** in turnover within five years. By optimizing culture, we help you retain top talent and build a thriving, innovative workplace.

Compliance issues cost organizations an average of **\$135,000 per violation** (Department of Labor), but regular audits reduce compliance risks by **40%**. We conduct thorough audits and ensure that your policies, practices, and processes meet legal and regulatory standards.

Finally, we help streamline your operations, as inefficiencies cost organizations **30% of their revenue annually**. With effective process tracking and optimization, we ensure your business runs like a well-oiled machine, achieving better outcomes with fewer resources.

# HR Transformation, LLC: The 5 Gauges of People Performance

To ensure your organizational 'vehicle' is running smoothly, let's explore the five key gauges:

## Speedometer

Employee Engagement is your speedometer. It represents the pace at which your workforce drives organizational success. When engagement is high, productivity and innovation accelerate.

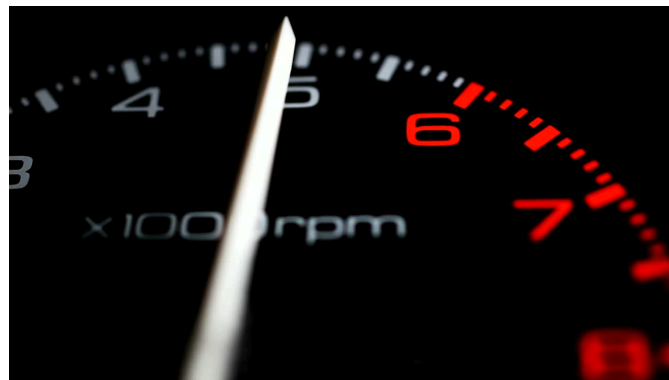




## Tachometer

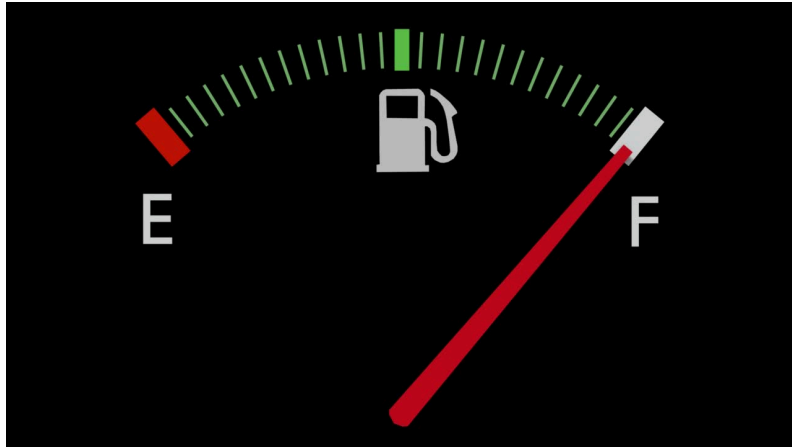
Leadership Effectiveness is your tachometer. What is a tachometer you ask? A tachometer is a device that measures the rotational speed of a shaft or disk, usually in revolutions per minute (RPM). Tachometers are also known as revolution counters, rev counters, or RPM gauges.

Leadership is the engine of your organization. The tachometer shows whether leaders are operating at optimal efficiency, empowering their teams without over-revving or stalling the engine.



## Fuel Gauge

Culture Health is your fuel gauge. Your organizational culture is the fuel that powers everything. A healthy culture keeps teams energized and cohesive, while a toxic one drains morale and performance.



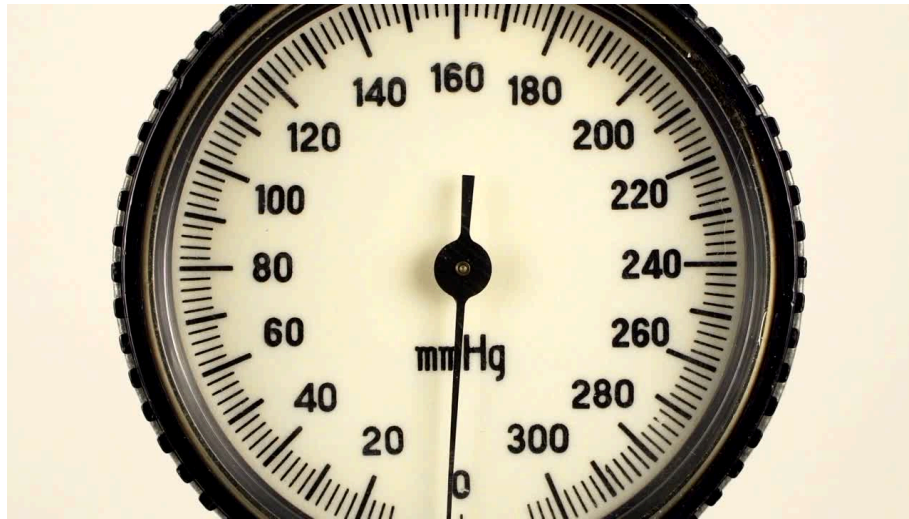
## Oil Pressure Gauge

Compliance is your oil pressure gauge. It is the oil that keeps the engine running smoothly. Ignoring this gauge can lead to costly friction in the form of legal issues and fines.



## Water Temperature Gauge

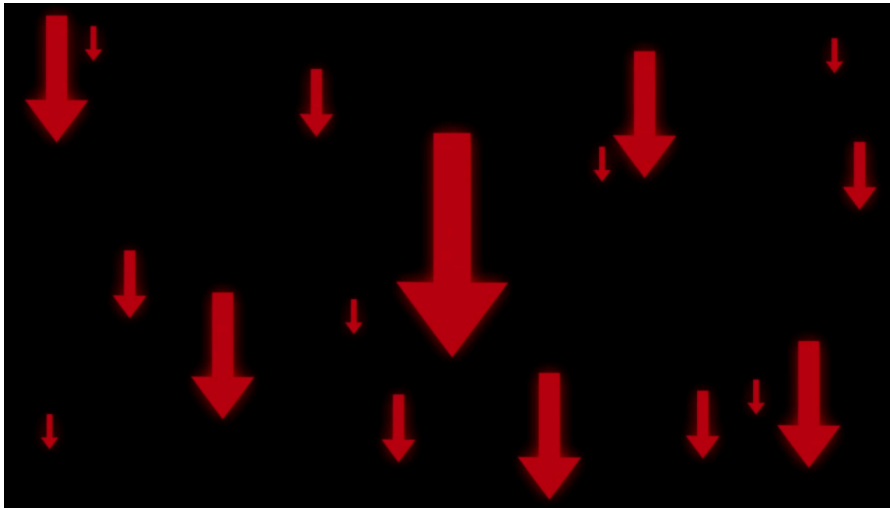
Process Tracker is your water temperature gauge. This gauge monitors the “temperature” of your processes. Overheating due to inefficiency or bottlenecks can derail progress, while optimal conditions ensure seamless operations.



Want access to the assessments and scoring including the gauges? Contact me or visit my website.  
This is a great way to present metrics to your leaders!  
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**So why should you even care about these gauges? Well let me throw some statistics at you and see you change your mind.**





- When it comes to employee engagement:
  - According to Gallup just 34% of U.S. employees on average are engaged at work.
  - High engagement correlates with a 21% increase in profitability.



- According to Deloitte, 77%- I repeat, 77% of organizations report leadership gaps as a critical issue.
- Effective leadership improves employee retention by up to 32%.



- 76% of employees believe a strong workplace culture fosters innovation.
- Toxic workplace culture is the number one driver of turnover, at 56%.



- Non-compliance costs businesses \$14 billion annually in fines and penalties.
- Regular audits reduce compliance risks by 40%.



- Inefficient processes cost organizations 30% of revenue annually. (You do the math)
- Companies with streamlined operations are 3 times more likely to meet customer demand effectively.





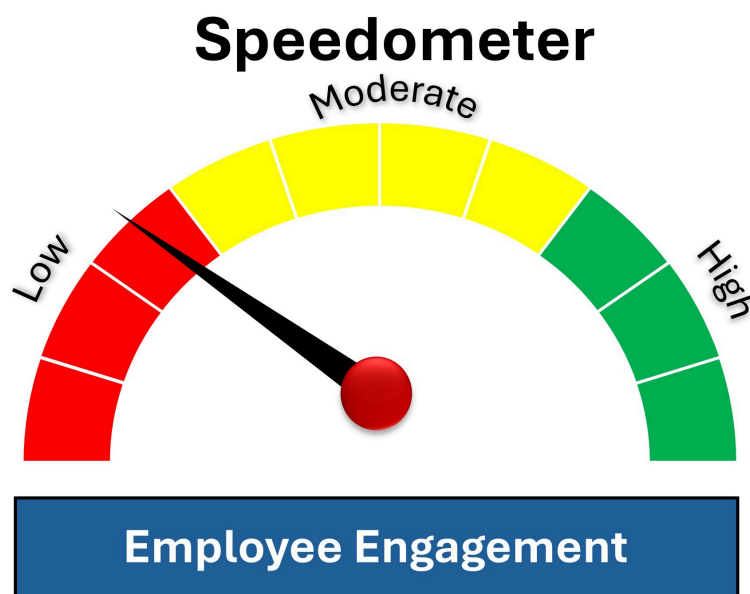
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## The Free Analysis: Tune Up Your Organizations Engine

At HR Transformation, LLC, we offer a free, no-obligation analysis of your organizations performance dashboard.

We will provide a comprehensive review of the 5 gauges and identify areas where your organization is underperforming or over-revving. We will prepare a proposal of recommendations that we can assist you with to get you in tip top shape. And to make it even more enticing: we can do all this virtually.

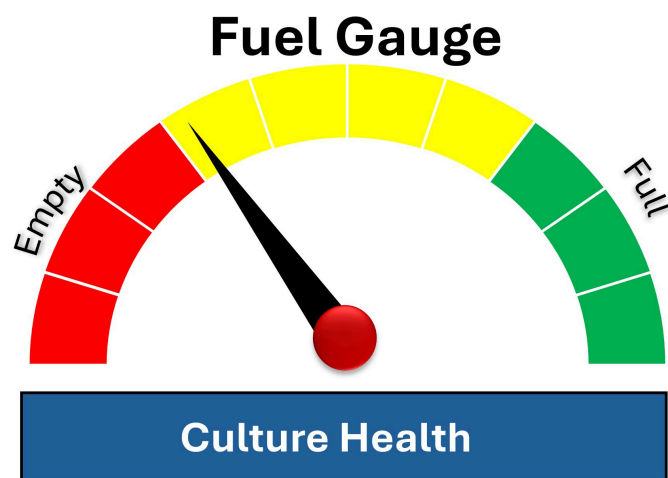
So this is a breakdown of each gauge and what it will look like:



**Employee Engagement (Speedometer).** The speedometer measures the car's velocity, representing the pace at which your workforce is moving toward goals. A high-speed engagement shows energetic, motivated employees, while low speed may indicate disengagement.



**Leadership Effectiveness (Tachometer).** The tachometer reflects how efficiently the engine operates, much like leadership effectiveness. If leadership is over-revving (micromanaging) or underperforming, it can stall the organization.



**Culture Health (Fuel Gauge).** The fuel gauge is analogous to the energy and positivity in the workplace culture. A full tank represents a healthy, thriving culture, while a near-empty tank indicates burnout or discontent.

## Oil Pressure



**Compliance (Oil Pressure Gauge).** The oil pressure gauge ensures the engine runs smoothly without friction. Similarly, compliance ensures the organization avoids legal and regulatory “friction” that could disrupt operations.

## Water Temperature



**Process Tracker (Water Temperature Gauge).** The water temperature gauge represents the overall temperature or stress level of operational processes. High temperatures indicate inefficiencies or bottlenecks, while optimal temperatures show processes running smoothly.

Your organizations success is not just about reaching the destination but ensuring the journey is smooth, efficient, and sustainable. By using The Performance Dashboard, you can monitor and improve the areas that matter most, ensuring your business operates like a well-oiled machine.

**And we have the tools to measure and recommend the service your company needs. Because at the end of the day, it's about our people and aren't they worth it?**

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