

CHAMPS Exit Interview Service and Off-Boarding Process

www.CHAMPSHR.com

For any organization that needs people to succeed, attracting and keeping the right employees is a constant struggle.

Strategic business executives and human resource professionals alike must ensure the organization is staffed with the best and the brightest to maintain an edge over their competition.

To this end, CHAMPS teamed up with YRU Leaving to provide an easy-to-use web-based exit interview system and off-boarding process to assist clients with keeping the right employees. This partnership combines YRU Leaving's comprehensive and dynamic web-based survey tool with CHAMPS' human resources expertise to help clients identify exiting trends and develop strategies that lead to a more stable and engaged workforce.

CHAMPS exit interview services includes management tools, such as exit checklists, employee exit letter, and internal department notifications, to help your organization identify and address critical issues. Our fully customizable system offers:

Exit survey questions:

- Hundreds of survey questions developed using an industrial psychological construct validation technique.
- Adaptive follow-up questioning aimed at increasing the richness of feedback information.
- Company scorecard questions incorporated in the survey to rate your organization in areas such as company leadership, culture, compensation, benefits, training, work-life, and several other key areas.

The ability to standardize your employee off-boarding process through:

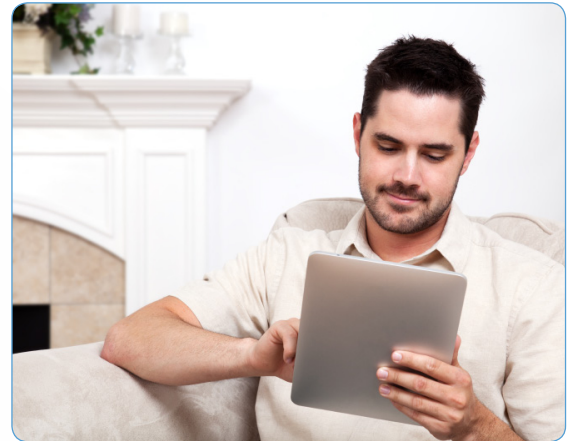
- Manager and employee exit checklists.
- Employee exit letters that provide detailed contact information and answers to the frequently asked questions of exiting employees.
- The ability to instantly notify key internal personnel when a high-performer employee is leaving.

Actionable reports

- Standard reports that are quick, easy and actionable.
- Summary reports with turnover results and statistics either by total turnover or broken out by criteria (voluntary, involuntary, high performer, managers)
- Summary responses for specific survey questions.

Off-boarding details

- An easy, single screen view of all exiting employees in-process. Details such as their last day of employment, employee exit letter, exit checklists, and survey status.
- Access to the history of any exited employee and their information.



CHAMPS' exit interview system allows you to quickly and easily view information that will uncover any exiting trends within a location, including leaving type, performance type, or any number of variables.

Uncovering this information from employees who have left the organization will allow you to improve the entire employee life cycle and can ultimately lead to a more stable and engaged workforce.

Costs include a one-time only set-up fee and a modest monthly service charge to continually update the system, house your information and maintain the system's security.

Contact Andy Dobrin at 216.255.3566 or andrea.dobrin@chanet.org to schedule a demonstration of this new, cost effective system.

