



ZERORISK HR

Hire • Develop • Retain

CASE STUDY // TURNOVER REDUCED BY 81%

THE RESULT

THE RIGHT HIRES FOR THE RIGHT ROLES

Within one year of implementing the ZERORISK Hiring System and emotional intelligence-based management development programs:



OVERALL TURNOVER FOR ALL

employees declined by

48%



TURNOVER FOR NEW HIRES

dropped by

81%



Medical Software:

Helping to reduce turnover by 81%

A leading U.S. provider of medical software solutions was hiring doctors and nurses for management roles. Unfortunately, the company experienced rising turnover within the first year of hiring because they were not the right fit. ZERORISK HR provided a solution to identify whether prospective doctors and nurses fit the executive positions, helping reduce turnover by 81 percent.

The Client Problem

The company offers a software solution that is very technical in nature. Therefore, they sought experienced and knowledgeable doctors and nurses to oversee senior roles in the business. While these hires had the technical skills and educational background for the role, they lacked management competence and sales skills to guide and direct the organization.

The ZERORISK HR Solution

- The ZERORISK Hiring System helped the company evaluate candidates objectively, identify whether an individual had the necessary competencies for a managerial role, conduct a proper behavioral interview, and ultimately complete the selection process.
- ZERORISK HR provided interview training to the company's hiring managers and guided them on how to follow a clear process for making an informed hiring decision.
- ZERORISK HR implemented an emotional intelligence training program with the company's new managers to help them understand how best to manage, communicate with, and lead their direct reports.

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The expertise ZERORISK HR provided our senior leadership team helped us close the gap on our management competencies and gave us guidance to place talent in the right roles.

- HUMAN RESOURCES LEADER

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