

# HOW BEACONFORCE HELPED FALCK RENEWABLES IN THE ENERGY SECTOR'S WAR OF TALENT

## KEY NEEDS & PAIN POINTS

- Attract and retain the best talent to reduce turnover rate.
- Bridge the gap between distributed workers and the executive teams.
- Get better data on employee sentiment and engagement across locations and immediately see the effect of investments on people initiatives.



“The level with which the tool is able to predict certain situations is quite amazing “.

*Anastasia Titova,  
Global Head of HR & Organization at Falck Renewables*



### Adoption within the first 3 months

After one year they have onboarded 8 times the number of initial users.



### Stress cases were reduced by a factor of 3

Especially in new hires that were stressed due to a lack of clear guidance and continuous feedback. Thanks to Beaconforce's data they redesigned their onboarding process to prevent this.



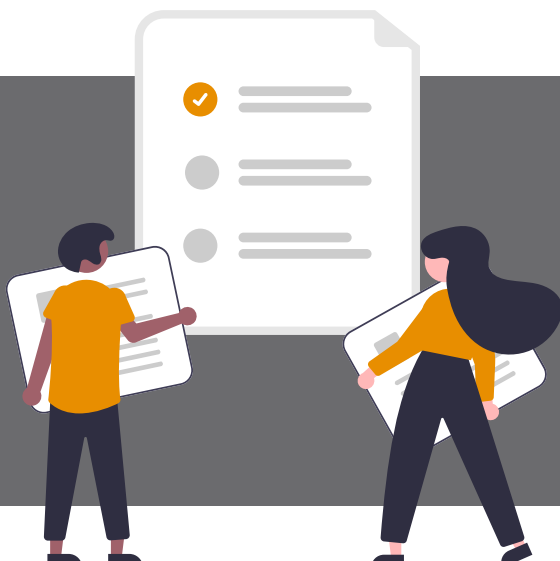
### Turnover was decreased over a period of 16 months

This was achieved thanks to the initiatives put in place based on the insights collected, the redesign of the onboarding process, and a more open and efficient communication among senior employees and their managers.

## BEACONFORCE IMPLEMENTATION

Beaconforce was deployed initially in departments with a higher than average turnover so they could understand the causes and implement strategies to reduce it.

The following actions were put in place to tackle any foreseeable challenges:



1. Internal Communication
2. Buy-in from top management and sponsorship from the CEO
3. Internal Resources:
  - Internal project manager
  - Set of webinars were scheduled on a monthly basis
  - Middle management was supported by quarterly data analysis session ran by a Beaconforce consultant