



Pulse Survey Results

RETENTION
STRATEGIES

Re-opening Puerto Rico
Summer 2020

Purpose of the Survey: To gather trends and lessons learned from the COVID-19 quarantine as Puerto Rico's Re-Opens in Summer, 2020



Local **Insurance & Consulting** Boutique



Celebrating our **10th** Anniversary



We have the expertise in INSURANCE – both BENEFITS and P&C – WELLBEING, HUMAN RESOURCES, COACHING and COMPLIANCE bringing innovation and agility to partner in achievement of your business goals.

By the Numbers:



RETENTION
STRATEGIES

68 Participants
16 Industries

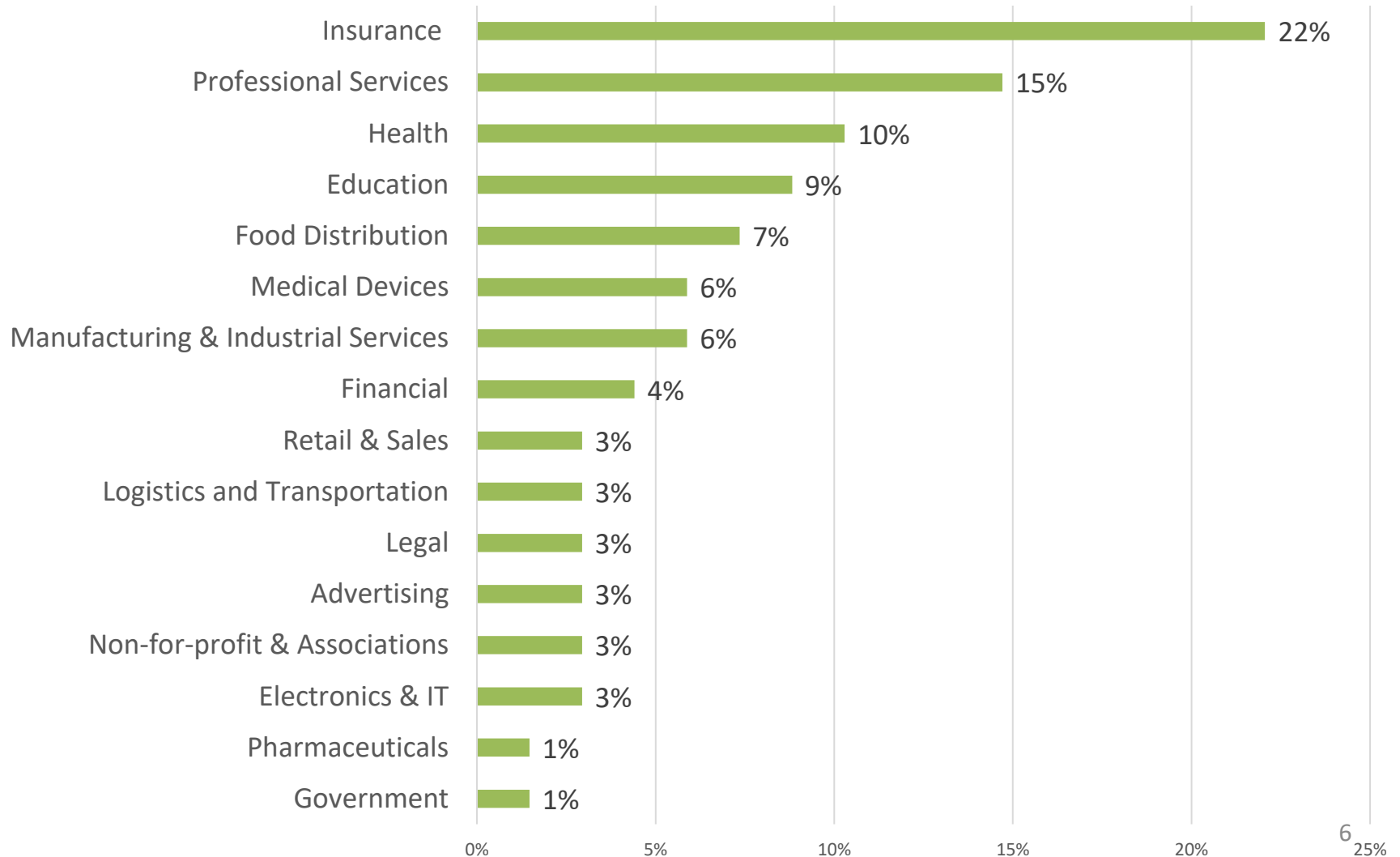


Survey Conducted
June 24 – July 10, 2020

Representative of 16 Business Sectors:



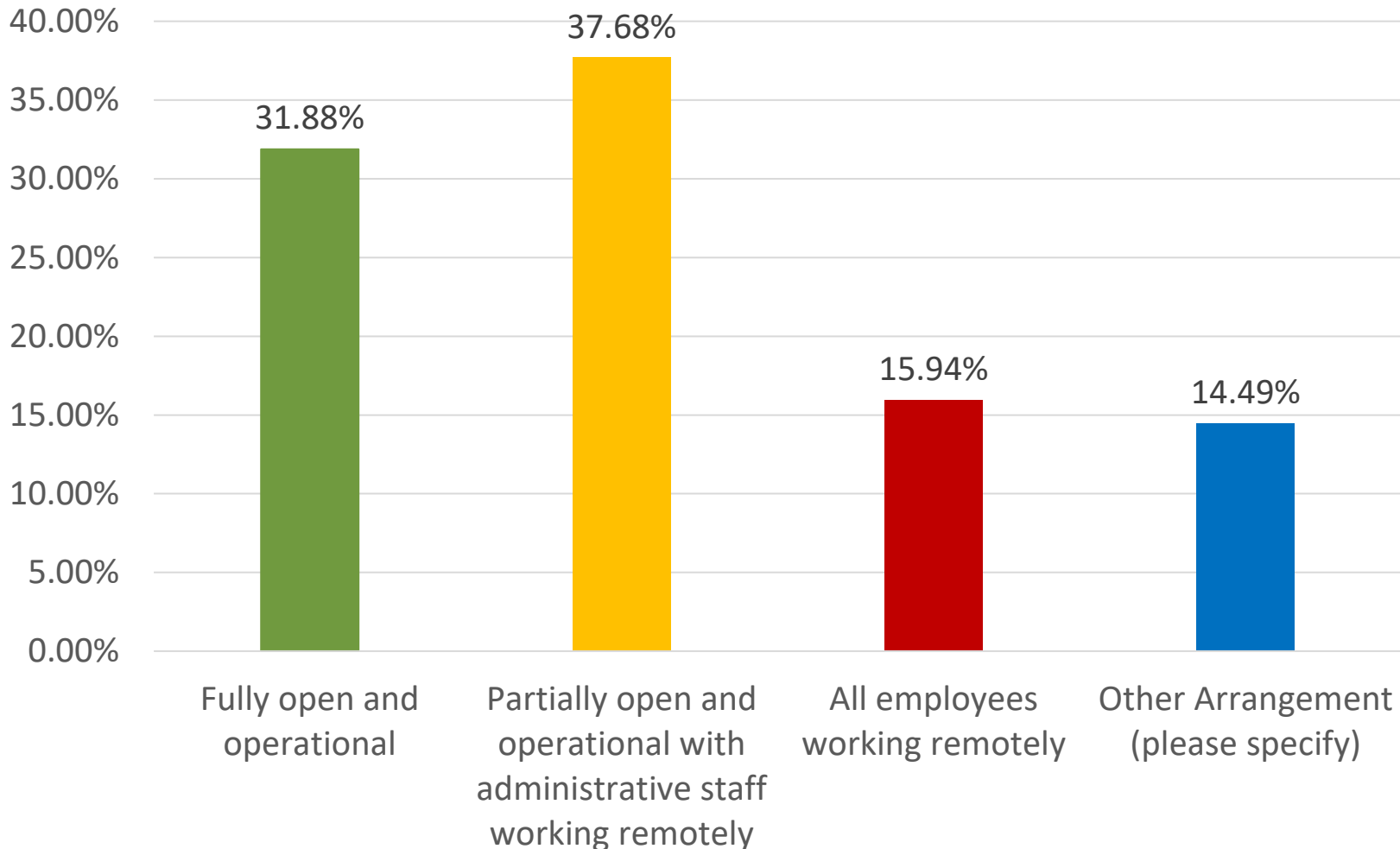
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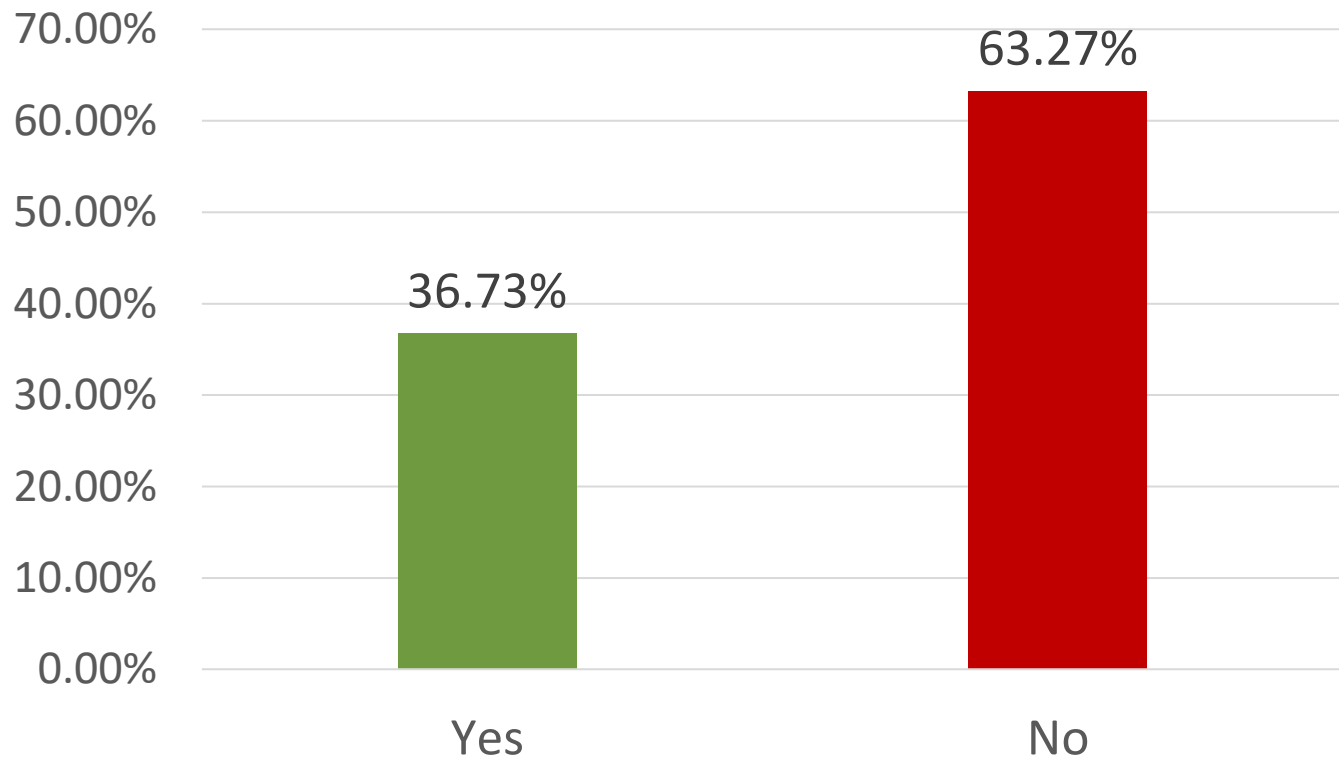
Current Status of facility/office



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If not currently fully operational, do you have a date by which all employees should return to their pre-Covid-19 scheduled work environment?



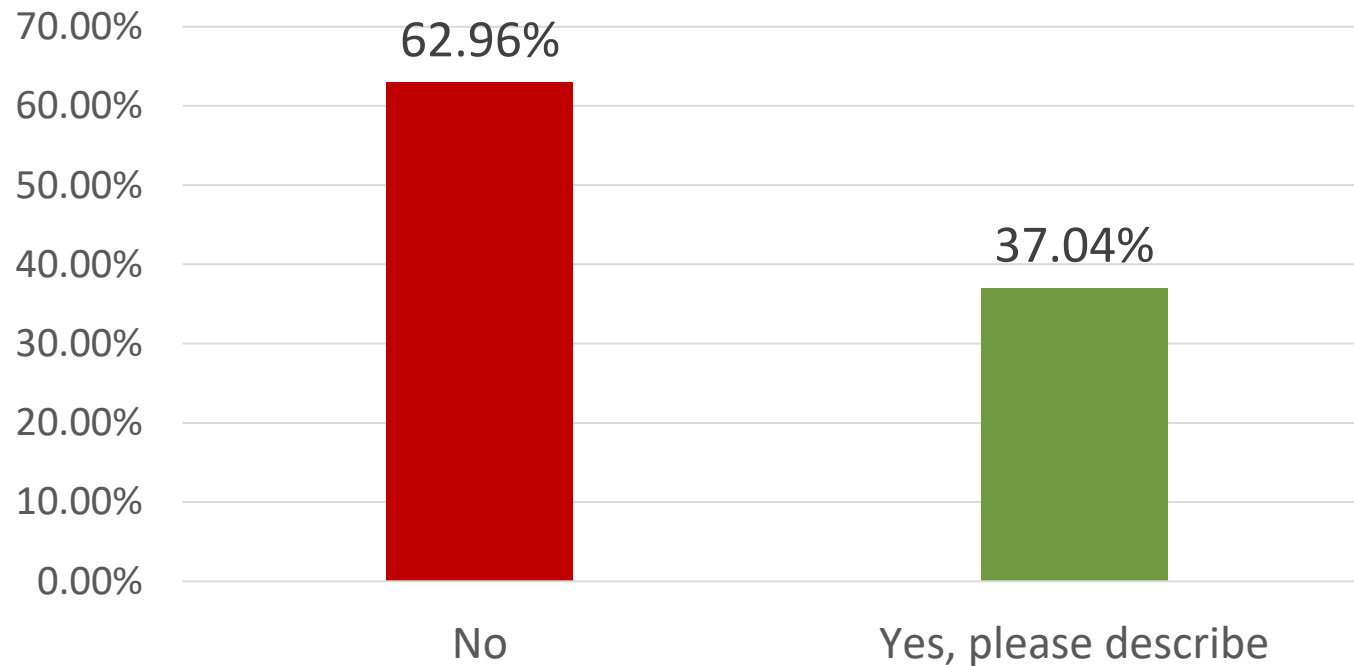
What is the current planned date?



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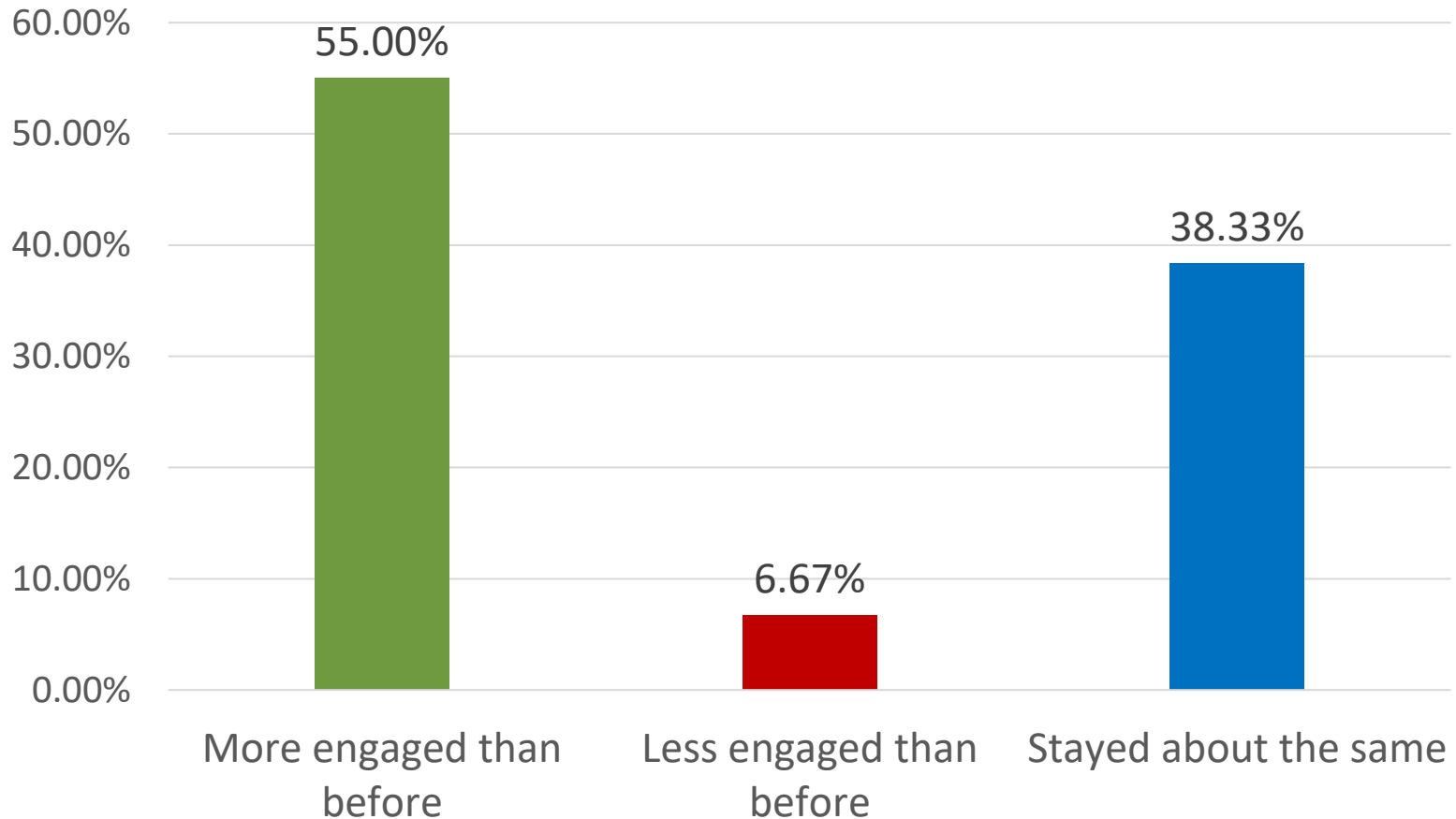
Do you plan to revise your work schedules?



I feel my workforce has performed...?



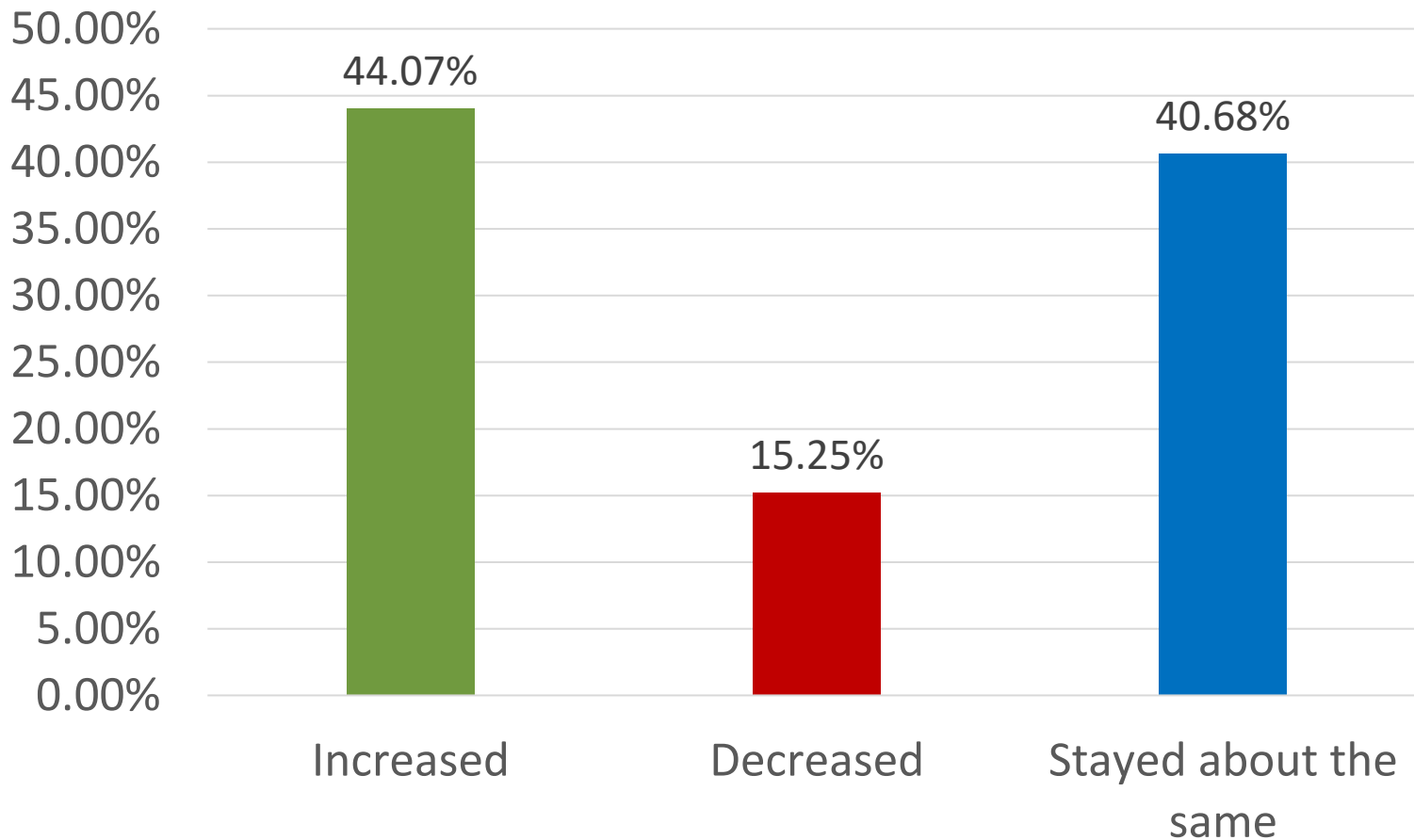
RETENTION
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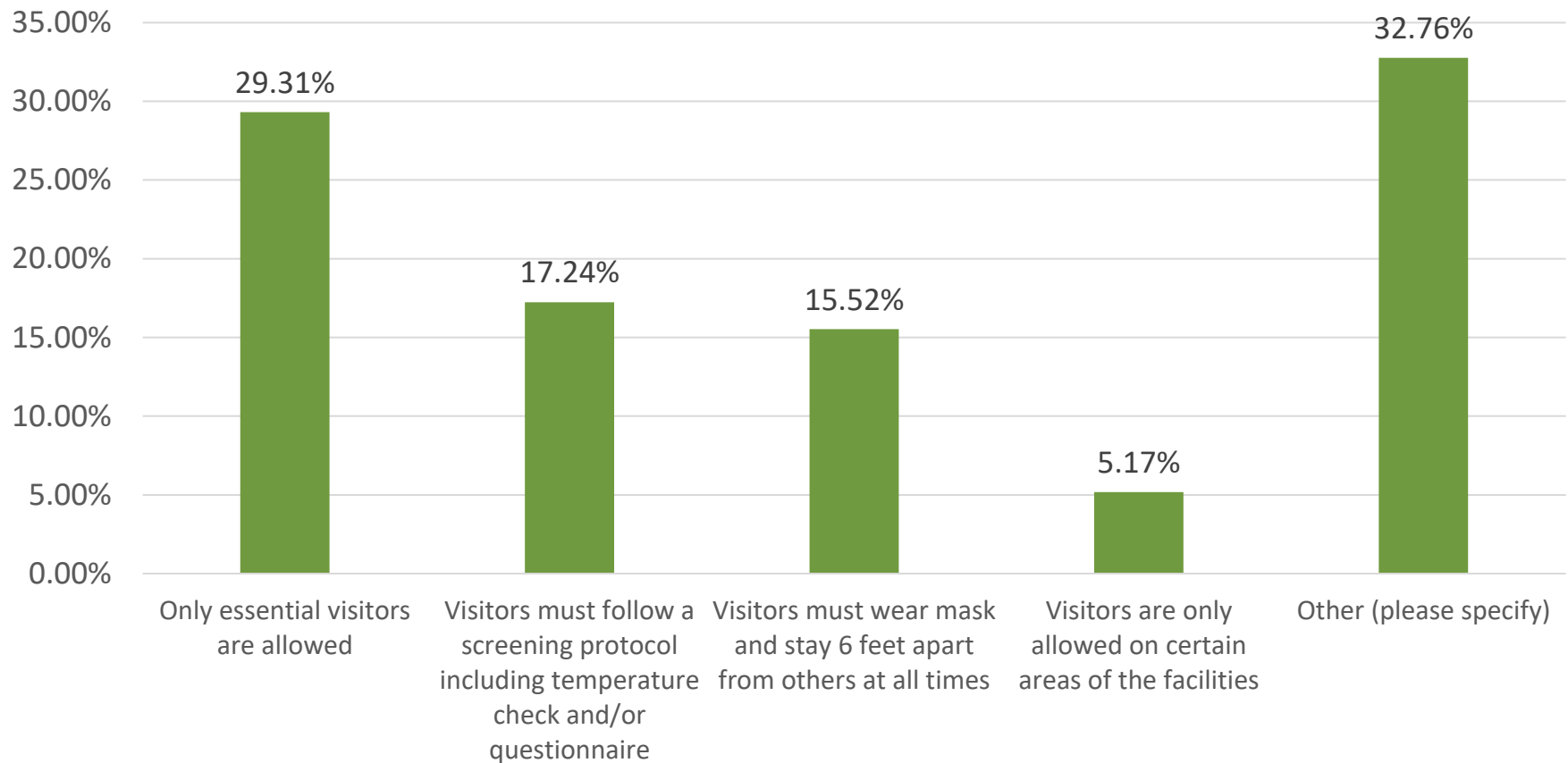


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Productivity of my workforce has:



What visitors' policies have you implemented post COVID-19?



Highlights:



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69% fully or partially **opened**

16% all remote

54% combination at **work/remote**

44% more **productive**

55% more **engaged**

Overall, what has been the **biggest lesson learned** as you have managed through the various phases of this pandemic period?



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Remote Work is Possible



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“Working remotely works, it brings **efficiencies** to the company, personnel is very **committed** to provide **continuity** to the business and this current **technology era** support these efforts.”



Flexibility is Key

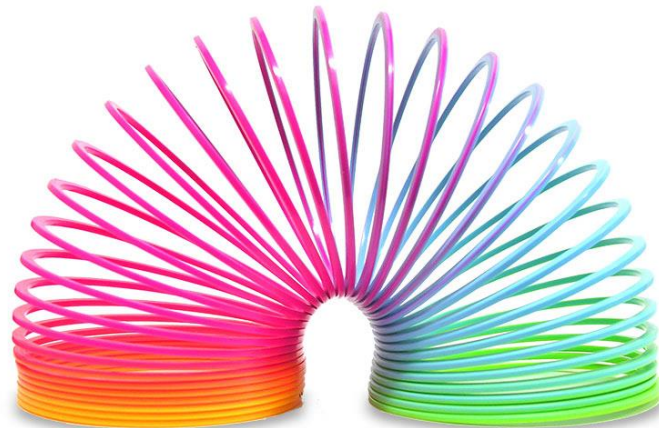


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“Change is inevitable”

“Every day has a new plan”

“El mundo laboral va a **cambiar**. Los espacios se van reducir y hay que buscar **nuevos modelos** para manejar la fuerza laboral.”



Having the right **Technology**



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“The biggest challenge was to prepare **computers** and other **equipment** for employees to be able to work from home... overnight”



Humans are **Resilient**



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“nothing is **impossible**,
you have to value
what you have in **life**”

“**Health** is our most
important **asset**”



Contact Information

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