



RISE

Retention through Inclusion, Service, & Equity[®]



WE PROVIDE
SUSTAINABLE
BUSINESS AND DIGITAL
TRANSFORMATION.

True North for Enterprise Excellence

RISE

With RISE companies realize the importance of a diverse workforce powered with voices of people from different backgrounds, personalities and thinking styles across the global workplace. RISE creates an environment where all people are encouraged to draw upon their unique experiences, perspectives and backgrounds to advance business goals. To achieve this in a global work setting, it's crucial to employ effective global communication and training efforts.

Your organization should have solutions in place to monitor and retain a talented and diverse workforce, such as any of the following:

- Global mentorship programs
- Employee resource groups
- Multicultural talent management
- Strategic partnership development
- E-Learning modules

It is critical that senior leadership model diversity and inclusion. When senior leaders own the RISE elements and make themselves a part of the diversity and inclusion management process, it sets the tone for the rest of the organization to follow suit. It is imperative to conduct unbiased assessments of your employee retention strategies at least once a year. Organizations need to stay current on market salary rates and benefits, and best practices in developing workplace culture and manager-employee relations. Doing so will help you keep staff morale high and turnover low while guaranteeing your organization's success.

IpX is paving the way for the future of diversity and inclusion. Between fostering innovation and working with organizations to properly monitor — and model — efforts, with RISE we deploy methods for organizations to successfully implement retention, inclusion, service and equality efforts that will have global relevance.



www.ipxhq.com

RISE

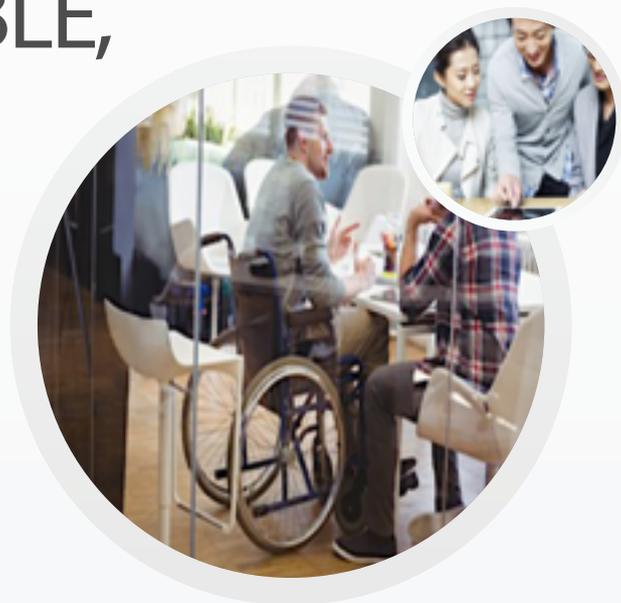
Retention through Inclusion, Service, & Equity[®]

A DIVERSE TEAM OF PROFESSIONALS CAN **MAKE THE IMPOSSIBLE, POSSIBLE.**

See for yourself.

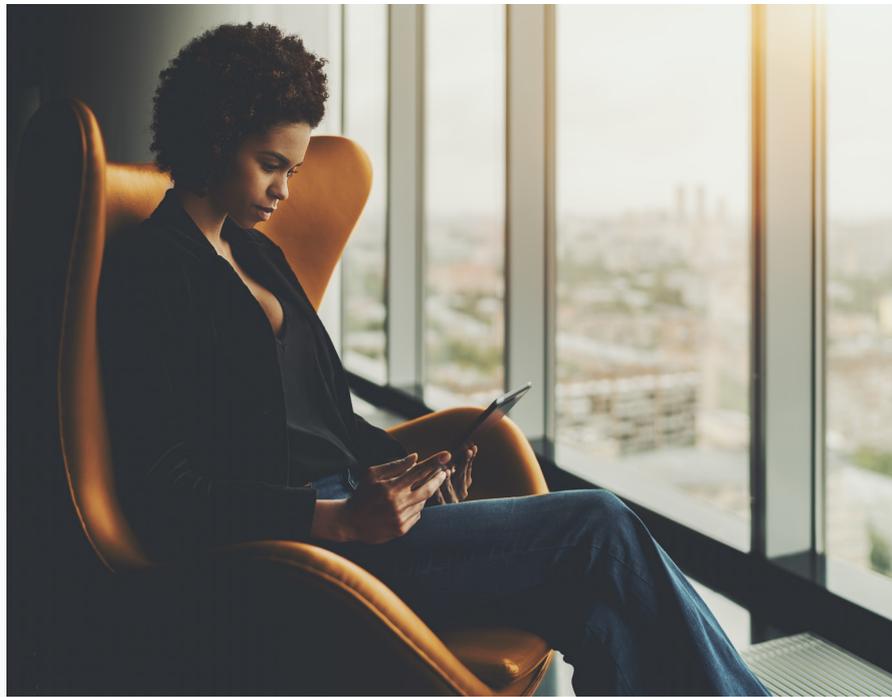
Deploying effective strategies that improve the workplace environment to increase retention of high-potential resources should be a primary goal of leadership.

The RISE elements are critical components of any public or private business case. Creating and sustaining a diverse, inclusive, and productive workforce rests with all employees at all levels within the organization.



Retention

We all have unique desires and goals. As employees we want to feel that we are appreciated by our employer and treated fairly. High-potential resources want to be challenged and excited by the job they're asked to do. It is crucial to hire and maintain a diverse workforce, so gender and racial/ethnic initiatives will be launched and maintained into the foreseeable future. There is much to learn from leaders in diversity and inclusion, but it is important to remember that every company's D&I initiatives will look different.





Inclusion

You should tailor your initiative towards your specific industry and your company's identified areas for improvement. Corporate global strategies must be adapted locally. To successfully do so, global business leaders must strive to create an atmosphere where all voices are heard, and opinions are valued and considered. This process must be ingrained within the company culture. Diversity is a valuable attribute that organizations must utilize to achieve global business success.



Our Mission | RISE

The RISE platform instills a new way of thinking that focuses on supporting the needs of the individual while meeting the requirements of Human Resources. Today, it is not only about having diversity within a company but leveraging that diversity to produce better products and services.

Managing diversity and inclusion in the global workplace has been, in many ways, uncharted territory.

We provide your enterprise with the tools and roadmap required for measuring employee engagement and satisfaction. IpX will tailor your program to address your specific demographics and needs.

With RISE companies recognize the importance of a workforce empowered with the voices of individuals with different backgrounds, personalities and thinking styles from the entire enterprise.

Effective Training and Development Platforms

Value-Added Mentorship Programs

Recognition and Rewards Systems

Fair and Equal Compensation Structures

Work-life Harmonization Techniques

Communication and Feedback Analytics

Onboarding and Retention Processes

Multicultural Talent Management





ONBOARDING /01

Every new hire should be provided the opportunity for success, from the first day, through the first week and throughout their career.



MENTORSHIP /02

Successful mentorship programs offer guidance and are a sounding board for mentees, embracing them into the company culture.



DEVELOPMENT /03

World class leaders invest in their workers' professional development and provide opportunities for them to grow personally and professionally.



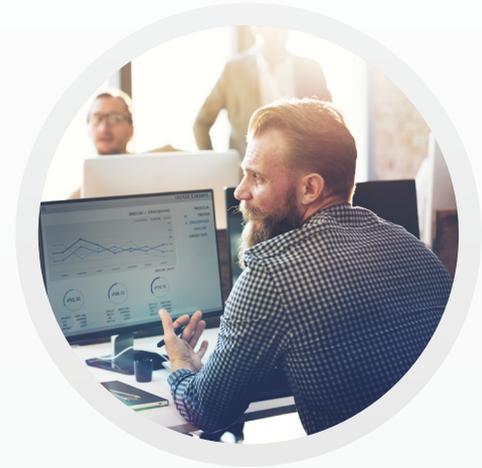
FEEDBACK /04

Keeping open lines of communication is essential for employee retention. Employees should feel that they can come to you with ideas, questions and concerns.



RECOGNITION /05

Provide your employees measurable appreciation, and explain to them how their efforts help the organization meet its goals.



HARMONIZATION /06

Defining a functional agile workforce is essential for supporting a competitive global workforce.



COMPENSATION /07

It is paramount in this global market for companies to offer competitive compensation packages.



TEAMWORK /08

Foster a culture of collaboration that accommodates individuals' working styles and lets their talents shine.



CELEBRATION /09

Whether the team successfully completed a major project or an employee is celebrating a significant personal event, seize the opportunity to celebrate together.

MODERN
FUNCTIONAL AND AGILE
WORKFORCE.

Make the Difference with RISE

RISE

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