



# The Business Impact of Leave

Leveraging Your Program to Drive Results



## Today's Panelists



**Seth Turner**  
Chief Strategy Officer  
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**Chris Schott**  
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**Megan Shepherd**  
Sr. Business Analyst  
Compassion International



**Teri Weber**  
Sr. Vice President  
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# Leave in the Landscape of Larger HR Challenges

During the past 12 months, employers reported struggling with:



These challenges either:

- Directly impact leave by driving more requests
- Can be addressed and improved by the quality of the leave program and leave experience.





## Leave Requests Continue to Rise Significantly

62%

of HR managers surveyed said they handled more requests than the year before

21-40%

more cases were handled last year by HR managers who reported an increase





## How a Poor Leave Experience Impacts Retention

What impact did your poor leave experience have?





# How a Positive Leave Experience Impacts Retention

What impact did your positive leave experience have?





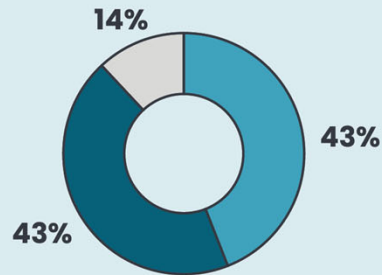
## Job Seekers Care About Paid Leave

**42% of respondents** wouldn't apply for a job that doesn't offer paid leave.

**86% of respondents** said they are more likely to apply to a job that offers paid leave benefits.

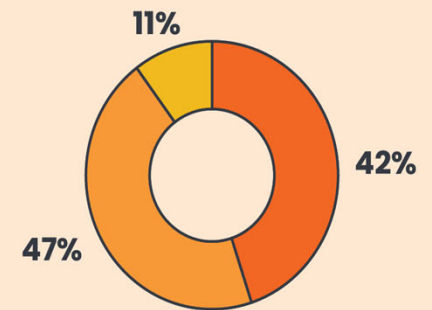


If you were to apply for a new job, are you more likely to apply for an open position that lists the position's paid leave benefits in the job description or clearly on the organization's website?



- Much more likely
- Somewhat more likely
- Not more likely

If you were to apply for a new job, how important is it for your employer to offer paid leave as part of the benefit plan?



- Very important
- Somewhat important
- Not at all important



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**Thank You!**

