

How Gartner Frameworks Transformed HR Strategy and Employee Engagement



Mike Wukitsch
Chief People Officer
Lee Health

Healthcare
10,000+ employees

The challenge

Mike's organization faced a significant business challenge: How to effectively incorporate AI into their work. They needed to understand AI's role through an HR lens, including how to use AI to support the business, to add value and what its overall impact on the total workforce would be.

The solution

Attending the Gartner conference provided the balanced perspective Mike needed. Frameworks and methodologies such as Gartner Hype Cycle, the One-Page HR Strategy and HR Score were instrumental in helping Mike and his team understand the trajectory of AI and where to anticipate its impact, how human capital aligns with organization goals, overall HR function effectiveness and much more.

“

The greatest value that the conference brings for me is the introduction of frameworks — ways of thinking about what we're trying to do, the strategy, the implementation pathway, maturity paths — those frameworks are very helpful.”

The result

By implementing the strategies and frameworks discovered at Gartner HR Symposium/Xpo, Mike's organization saw dramatic improvements in key HR metrics.

- They improved employee engagement significantly from the 55th percentile to the 72nd in the past year.
- They increased their raw engagement score from 4.90 to 5.01, a statistically significant improvement.
- They dropped voluntary turnover from well over 18% down to an impressive 11.8%.

How attending Gartner HR Symposium/Xpo can make a difference for you

1 Early access to Gartner insights

Conference attendees don't just consume published insights. They often get frameworks before they're formally released, keeping them and their organizations a step ahead.

2 Face-to-face guidance

All conference attendees have the opportunity to meet one-on-one with Gartner analysts, resulting in deep-dive conversations and breakthrough moments that virtual calls simply can't replicate.

3 Ready-to-implement frameworks

Attendees don't leave wondering what to do next. They walk away with frameworks, tools and methodologies designed for immediate implementation.

4 Invaluable peer collaboration

When you bring thousands of leaders together in one space, the collision of ideas becomes inevitable, and some of the most valuable moments aren't on the agenda.

5 Cross-industry perspective

Breaking out of industry echo chambers means you're not limited to how your industry solves problems. Attendees adopt proven approaches from other sectors and accelerate problem-solving.

Gartner HR Symposium/Xpo™ conference helps 1,600+ CHROs and HR executives from top enterprises each year advance their organization's mission-critical priorities.

Learn more today at gartner.com/eu/symposium.