

SUMMARY

Hewlett Packard improves employee engagement and retention through workplace flexibility initiative that provides support for employees with caregiving responsibilities

THE CHALLENGE

As a global technology company with more than 60,000 employees, Hewlett Packard Enterprise (HPE) must be able to attract and retain top talent to maintain its position at the cutting edge of innovation. To do this, HPE needed to define its brand and culture as an employer and position itself as an employer of choice.

THE SOLUTION

HPE chose to focus on building a culture that revolves around the employee experience, recognizing that its people are the heart of the organization. HPE aims to foster an inclusive work environment that supports the long-term development and well-being of employees. With the grand opening of its new headquarters in 2019, HPE launched the “Work that Fits Your Life” initiative, which sets HPE as a leader in workplace flexibility and provides employees with a suite of benefits to support them at different stages of their careers.

The suite of benefits include **Wellness Fridays** to promote overall health and well-being by leaving work early once a month so people can take time out for themselves; **Enhanced Family Leave** to provide a minimum of six months fully paid leave for moms and dads after the birth or adoption of a child; **Parental Transition Support** for parents who want to return gradually by working part-time for up to 36 months after the birth or adoption of a child; **Retirement Transition Support** for those within a year of retirement who want to ease into it by working part-time; and **Career Reboot** with job opportunities and training at HPE for people who left the workforce for an extended period.

THE RESULTS

The “Work that Fits Your Life” initiative set HPE apart from its competitors and set a new benchmark across the industry. HPE also saw improved employee engagement – its employee engagement score rose 10 percent in its first year of implementation and reached a new high in 2021. They were also able to leverage the initiative to meet the company’s diversity targets for

female and ethnic representation. In addition, HPE has been able to maintain an attrition rate significantly below the industry average – 6.9% in 2021 versus the average of 13.5%.

ADDITIONAL INFORMATION

[www.hpe.com-leading-the-way-in-workplace-flexibility](#)

[www.hpe.com-hpe-announces-six-months-paid-parental-leave](#)

[www.hpe.com-Living Progress Report](#)