

## NEWS RELEASE

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### **Mercer and eePulse, Inc. join forces to provide employers with superior research around talent management and leadership development**

Latest Leadership Pulse findings show employee energy is up, confidence in organizations is down

#### **New York, June 7, 2012**

Mercer, a global leader in human resource consulting, and eePulse, Inc., a human resource management technology and consulting firm, have joined forces to sponsor the Leadership Pulse, a global learning process that uses real-time benchmarking to build effective leaders and management teams.

The Leadership Pulse, started in 2003, applies a data-driven methodology to leadership development and organizational behavior. Via a series of short pulse surveys organizations obtain valuable information for enhancing employee energy, performance and talent management.

“eePulse, Inc. has been a pioneer in the field of measuring and tracking employee energy, a top predictor of key employee metrics like productivity and retention,” said Jason Jeffay, Senior Partner and Global Leader of Mercer’s talent management consulting. “Next generation human capital strategies will be based on the right balance of employee energy and workforce economics. Combining Mercer’s strengths in human capital strategy and workforce planning with eePulse, Inc’s industry leading research and analysis on employee energy will help companies win the war for talent.”

“Mercer is recognized as one of the leading talent management consultants in the world, and we are pleased to collaborate with them on our research,” said Theresa M. Welbourne, Ph.D., President and CEO of eePulse, Inc. “We believe employers worldwide will embrace the combination of Mercer’s expertise in talent management consulting with the insights around employee development and business trends resulting from our pulse surveys.”

According to the most recent Leadership Pulse, which was conducted in March and includes responses from more than 450 leaders worldwide, employee energy (having a sense of urgency

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and accountability for everything you do) is on the rise. Since September 2010, employee energy has increased by approximately 0.4 points. Notably, confidence in the economic climate is trending upwards as well for the same timeframe. (See Figures 1 and 2.)

“Employee energy is a critical component of employee engagement and productivity. Leaders with a sense of employee energy relative to other measures can better manage their workforce and, if necessary, apply appropriate interventions,” said Dr. Welbourne.

“While it’s a promising sign that energy and confidence in the economy are both up, many organizations may not be prepared for these changes. Employers must consider how energized their employees are and what they need to do to retain their top talent and stay competitive as the economy improves,” explained Dr. Welbourne. “Nonetheless, while energy improved, leaders are reporting that they are still below the ideal level to be most productive, so there is more work to be done.”

Despite leader’s increasing confidence in the economy, the Leadership Pulse indicates that confidence regarding the organization having the right people and the ability to execute on its vision is decreasing. Moreover, confidence in the organization’s ability to change as needed is virtually flat. (See Figure 3.)

“The mix of employees having confidence in themselves and the economy, but not in their organizations should be a red flag to employers,” said Mr. Jeffay. “Confidence in the organization’s leadership is a key driver of employee engagement and without it, employers risk losing their most valuable asset – especially since the most talented employees are always in demand.”

**About Mercer**

Mercer is a global leader in human resource consulting and related services. The firm works with clients to solve their most complex human capital issues by designing and helping manage health, retirement and other benefits. Mercer’s 20,000 employees are based in more than 40 countries. Mercer is a wholly owned subsidiary of Marsh & McLennan Companies (NYSE: MMC), a global team of professional services companies offering clients advice and solutions in the areas of risk, strategy and human capital. With 52,000 employees worldwide and annual revenue exceeding \$10 billion, Marsh & McLennan Companies is also the parent company of Marsh, a global leader in insurance broking and risk management; Guy Carpenter, a global leader in providing risk and reinsurance intermediary services; and Oliver Wyman, a global leader in management consulting. For more information, visit [www.mercer.com](http://www.mercer.com). Follow Mercer on Twitter @MercerInsights.

**About eePulse, Inc.**

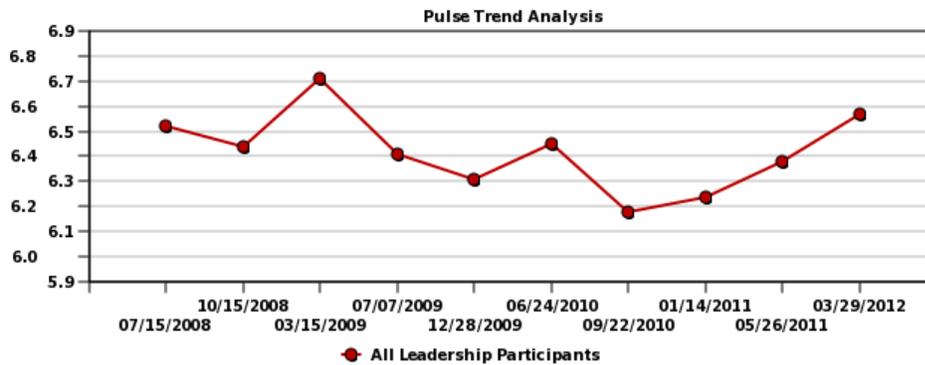
eePulse™ is a human resources management (HRM) and leadership consulting and software firm in the business of transforming traditionally slow HRM tools and processes into fast, high impact systems. Speeding up core HR processes is done through two channels. The first is

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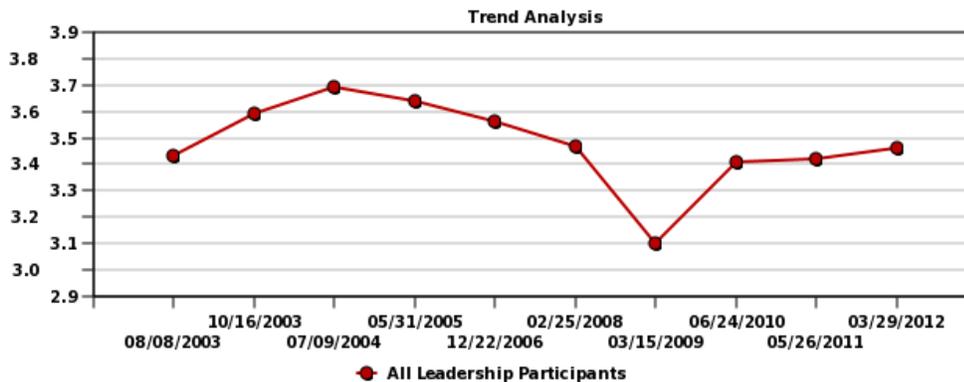
implementation of eePulse’s proprietary software as a service (SaaS) suite of products (Measurecom™, measurement and communication). The second is improving process with the Data and Dialogue Driven Leadership™ methodology. With over 14 years of experience with global clients, eePulse has teamed with customers to improve organization performance and transform the HR, OD and internal communicators’ roles to deliver higher strategic impact to their internal clients. eePulse powers the Leadership Pulse, which is the first and only real-time leadership benchmarking and learning process ([www.leadershippulse.com](http://www.leadershippulse.com)). For additional information, visit [www.eepulse.com](http://www.eepulse.com).

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**Figure 1: Analysis of Employee Energy**



**Figure 2: Confidence in the Economic Climate**



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**Figure 3: Confidence in the Right People, Ability to Change and Ability to Execute Vision**

