

BUSINESS OUTCOMES - CASE STUDY

Turnover dropped from 87% to 32% in 4 years with the use of Predictive Analytics

The Company

Warner Industries Ltd., a recognized Finalist in the Top 50 Canadian Best Managed Company program, is a transportation power-house of Central Canada based in Regina, SK. The company is a School Transportation Company, a national leader amongst Freightliner Trucks and Thomas Built Buses dealerships a Towing/ Rescue company and runs a Rental and Leasing Fleet with a total of over 300 employees.

Warner Industries has become a major success country-wide and is known as one of the top Freightliner dealers in Canada. Graham and his wife are cancer survivors, his wife Dionne is an 8 time cancer survivor and almost equally as amazing, Graham overcame the same cancer that Canadian Hero Terry Fox had. The manner with how Graham and Dionne have dealt with these personal challenges, has helped inspire their employees to build a successful Canadian Transportation Company.

OUTCOMES

Graham Warner, CEO, had a problem with turnover in a tight labour market. In 2014, Graham invested in the Predictive Index® as delivered by Certified Partner Predictive Success. **In four years the company's turnover dropped from 87% to 32% and continues to improve to this day.** Graham's new approach to sharing the Predictive Index® has been dramatic, "Share the behavioural profiles! It has become our culture, we're speaking the language. **The Predictive Index results are kept on walls and beside telephones as a reminder of how each co-worker and direct report communicates most comfortably to ensure the most successful communication possible**".

The Predictive Index® results are used not only for candidates during the hiring process, but also in team building of current employees. Graham uses this valuable information to determine individuals who will work well together and whose strengths will compliment each other, allowing for the creation of strong, effective teams. Warner Industries provides continuous training, mentoring and self-improvement to all employees.

The Predictive Index® is a foundation for this. The company culture at Warner Industries is all about 'Fun, Friendly People'. Graham Warner's investment in his people, has paid off with dramatic growth and market Leadership as well a many Provincial and National awards. Graham was recently inducted into Saskatchewan's Junior Achievement Business Hall of Fame, a respectable ranking in the Saskatchewan Top 100 Companies list, as well as becoming a finalist in Canada's 50 Best Managed Companies.

INDUSTRY

Transportation

EMPLOYEES

110

GLASSDOOR RATING

4

62%

decrease

in turnover from 87% to 32%

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The Predictive Index as delivered by Predictive Success is the single most profitable thing I've done in my company's history.



Graham Warner
Founder and Owner
Warner Industries

