

TYPE OF ROUNDING	PURPOSE OF ROUNDING	BENEFITS OF ROUNDING
Leaders Rounding on Employees	Identify opportunities for improvement and work on mutual solutions Recognize staff	<ul style="list-style-type: none"> ● Improved Employee Satisfaction from 10th to 75th percentile ● Reduce Voluntary and Non Voluntary Turnover from 11.2% to 6.1% ● Improve Retention from 82.5% to 87.2% ● Decrease Vacancy Rate from 7% to 2%

Interdepartmental Rounding	Accountability Trust Process Improvement	<ul style="list-style-type: none"> ● Increased customer and employee loyalty—improved employee and patient satisfaction ● Decreased voluntary turnover due to building trust with staff and management ● Improved interdepartmental relationships ● Improved customer experiences ● Ensured quality and safety
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Senior Leader Rounding	Validate staff performance of using Words that Work/RELATE, and delivering service consistently	<ul style="list-style-type: none"> ● Increased customer and employee loyalty—improved employee and patient satisfaction ● Decreased voluntary turnover due to building trust with staff and management ● Improved interdepartmental relationships ● Improved customer experiences ● Ensured quality and safety
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