

How Cairn Boosted Employee Engagement And Achieved a 93% Response Rate with Talivest

THE CUSTOMER

Company

Cairn Homes

Industry

Construction

Revenue

€337 million

Awards

Irish Times Top 1000

THE RESULTS

83%

Engagement Score
Based on NPS

17%

Higher Engagement
than average

93%

Survey
Completion Rate

1.6X

Higher Response
Rate than average

THE CUSTOMER

Cairn Homes is Ireland's premier residential property development company. The organisation is growing rapidly and prides itself on delivering the highest quality product, service and experience to customers.

THE CHALLENGE

"With such massive levels of growth, our organisation is constantly changing," says Maura Winston, Director of People & Organisation at Cairn. The company needed a way to preserve their culture as they continued to scale. The challenge was to find the easiest and best way to collect employee feedback and measure engagement.



"We had to find a solution that would give us baseline data and act as an easy-to-use, agile listening channel."

Maura Winston
Director, People & Organisation, Cairn

PULSING THE CAIRN VALUES

Cairn also wanted to measure their employees' engagement with the company values. "Our shared values are important to everyone who works here," Maura says. "Being confident that everyone is committed to them is a huge pillar of what has enabled our success and will continue to drive future growth."

“Talivest’s ‘data first’ design and extensive knowledge of predictive analytics gives us everything we need to grab managers’ attention and, most importantly, produce meaningful action.”

Kate Coyle, Development & Engagement Lead, Cairn

SEE FOR YOURSELF

Want to see it in action?
Request Free Trial

THE SOLUTION

We recommended **Talivest Insights** to help Cairn:

- Gather anonymous employee feedback quickly
- Optimise engagement and drive employee performance
- Shape their people strategy using data-driven decision-making
- Identify critical focus areas for improvement

“With Talivest, we’ve been able to acknowledge the things we do well and focus on areas for improvement to drive accelerated and targeted action,” says Kate Coyle, Development and Engagement Lead at Cairn.



“We never lose sight of the fact that our business is about people, partnerships, respect and trust.”

Michael Stanley
CEO, Cairn

THE RESULTS

- ✓ Real-time feedback from 93% of workforce
- ✓ 1.6X higher than average survey response rates
- ✓ 3 key focus areas identified for people strategy
- ✓ Culture committee created to take action

WHY TALIVEST?

Launching with Talivest gives you instant access to:

- Surveys Optimised for Any Device
- Anonymous, Standardised Questions
- Easy Data-Gathering
- Automated Reminders
- Industry Benchmarking
- Real-time Employee Analytics Dashboard