



Nebraska Medicine empowers frontline leaders and reduces first-year nurse turnover by almost 50%

Background

Nebraska Medicine sought to improve employee engagement and reduce turnover of their nursing staff, especially those in their first year. The health system adopted the Laudio platform to help empower frontline leaders by automating and prioritizing the highest impact work. As a result, frontline leaders created deeper employee engagement and helped Nebraska Medicine remain a premier employer in the region.



Academic Medical Center for the state of Nebraska



2 hospitals
809 licensed beds
70 specialty and primary care clinics



9,600 employees with 1,400 affiliated physicians



Magnet designation from the American Nurses Credentialing Center

Key Challenges

- Large spans of control overburdened leaders and limited engagement with their teams
- Heavy reliance on manual workflows and information stored in disparate systems hampered leader bandwidth
- Elevated turnover of first-year nurses hindered staffing and affected capacity to deliver care

How the Laudio Platform Helps

- Centralized hub surfaces insights in real time, cutting complexity for leaders and freeing up their capacity
- Intuitive platform streamlines and standardizes workflows, further boosting frontline leader efficiency
- AI-based recommendations enable higher quality leader-team member interactions, improving engagement

Impact

5K+

frontline workers managed in Laudio

27K+

purposeful interactions in 6 months

47%

reduction in first-year nurse turnover



"Laudio proved to be a time-saving solution, not just in terms of efficiency, but also in helping leaders prioritize interactions with their teams. The platform improved the effectiveness of our frontline leaders, helping us address employee burnout and dramatically reduce turnover of our first-year nurses."

Kelly Vaughn

VP of Operations at Nebraska Medical Center

The challenge: Reducing high turnover of first-year nurses

Nebraska Medicine is a mission-driven health system that prioritizes innovation, teamwork, excellence, accountability, courage, and healing. Facing double-digit year-over-year turnover of their frontline nurses, the health system realized it would become increasingly difficult to implement and deliver on its strategic initiatives if the trend continued. As a result, health system leadership tasked Kelly Vaughn, VP of Operations, with identifying a solution to help stabilize their existing nursing workforce and remain a premier employer in the region.

A nurse herself, Kelly knew firsthand that frontline leaders and their staff in the nursing department play a pivotal role in health system operations. Kelly also understood the challenges frontline leaders face – the hectic pace of a nursing department, the high ratios of frontline staff to each leader, and the lack of tools to increase leader efficiency. Kelly sought a solution to empower leaders and simplify their work so they could better engage their staff, reduce nurse turnover, and allow Nebraska Medicine to deliver on key nursing initiatives.

The solution: An intelligent, connected platform built for frontline leaders

Recognizing that their existing internal tools and HR systems were not cut out for the job, Nebraska Medicine began searching for a new solution that would help optimize frontline leaders' work, making them more efficient and effective. After assessing several options, the health system selected the Laudio platform due to its ability to aggregate essential employee data into a single source, prioritize high-impact leader actions, and standardize leader best practices. The platform offered the means of not just surfacing information, but also making it actionable, coupling AI-based recommendations with built-in workflows to make it easy for

leaders to spot and act on meaningful interaction opportunities with their team members – whether recognizing a milestone, showing appreciation for a job well done, or simply checking in.

The impact: Empowered frontline leaders help to reduce turnover by almost 50%

Within weeks, over 5,000 frontline workers and their leaders were up and running on the Laudio platform – and the team quickly realized the benefits. Information previously housed in multiple HR, time and attendance, and documentation management systems was now easily accessible in a central location, facilitating knowledge transfer between leaders and offering significant time savings. Additionally, Laudio's AI-powered recommendations enabled leaders to have over 27,000 personalized and timely interactions with their teams, enhancing the employee experience for both the leaders and their teams. Ultimately, leaders found that the Laudio platform allowed them to have deeper, more meaningful interactions with their teams, which increased employee engagement and helped cut first-year nurse turnover almost in half in the first six months.



“The Laudio platform automates manual processes and bridges the gaps in our fragmented systems. The comprehensive platform offers a longitudinal view of employees and increases the impact our leaders can have by facilitating effective interactions, follow-ups, and recognition.”

Kelly Vaughn

VP of Operations at Nebraska Medical Center