

ROI Tracking Templates

1. Performance & Development ROI Tracker

Metric	Start	30 Days	60 Days	90 Days	Target
Employee Engagement Score					
Retention Rate					
Development Plan Completion					
Coaching Session Completion					
Performance Score					

2. Upskilling Program ROI Tracker

Metric	Start	30 Days	60 Days	90 Days	Target
Skills Assessment Scores					
Course Completion Rates					
Application of New Skills					
Productivity Impact					
Internal Mobility					

3. Employee Experience ROI Tracker

Metric	Start	30 Days	60 Days	90 Days	Target
eNPS Score					
Recognition Platform Usage					
Wellness Program Participation					
Employee Satisfaction					
Absenteeism Rate					

4. DEI Initiative ROI Tracker

Metric	Start	30 Days	60 Days	90 Days	Target
Diversity Metrics					
ERG Participation					
Inclusion Score					
DEI Event Attendance					
Leadership Diversity					

5. Technology Implementation ROI Tracker

Metric	Start	30 Days	60 Days	90 Days	Target
User Adoption Rate					
Time Saved (hrs/week)					
Process Efficiency					
User Satisfaction					
Data Accuracy					

Monthly ROI Summary Calculator

Financial Impact

Cost Savings: (Efficiency Gains × Average Hour Cost) + Reduced Turnover Savings

Revenue Impact: (Productivity Increase × Revenue Per Employee) + Innovation Gains

Investment Return: (Total Benefits - Total Costs) / Total Costs × 100

Strategic Impact Score (1-5 scale)

Business Goal Alignment: _____

Employee Satisfaction: _____

Operational Efficiency: _____

Culture Enhancement: _____

Future Readiness: _____

Implementation Success Metrics

Timeline Adherence: _____%

Budget Utilization: _____%

Goal Achievement: _____%

Stakeholder Satisfaction: _____%

