

What our clients say



Markus Oeller
Co-Founder und -CEO
ISP Agency

"torq.people supported us in the area of performance management and tooling and took our processes and structures to a whole new level. **I can highly recommend working with them.**"



Anna-Lisa Obermann
Head of People
DigitalService

"torq.people helped us adapt our salary structure to market conditions and bring it up to date. **The collaboration was very harmonious, and we look forward to future projects.**"

Get in touch



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Partner

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BOOK APPOINTMENT

People Retention as a Service

Retaining talent – unlocking potential

Sustainable employee retention is not just a "nice to have." With our approach, we combine performance management, compensation & benefits, and a strong corporate culture – this is how we create employee retention, development opportunities, and fair conditions for the long-term competitiveness of our clients.

We're here to help you in these areas

- Implementation of the Pay Transparency Act
- Near- and offshoring support
- Feedback culture
- Culture development and retention checks
- Selection of benefit providers
- Integration of external service providers (coaching, mentoring)

Feedback and development

- Structured feedback processes for sustainable development and performance improvement
- Development cycles with clear learning and growth paths
- Competency matrix and grading for transparency and comparability
- Career paths as a basis for motivation and long-term retention

Compensation and benefits

- Salary benchmarks for fair compensation in line with market conditions
- Benefits optimization in line with corporate culture
- Transparent and inclusive compensation models (equal pay, competitive packages, incentives)

Our track record speaks for itself

250+
Clients

40+
Partnerships

4.9
Google Rating

100%
Commitment

A selection of our clients

AUTO 1
GROUP


SUNDAY NATURAL

LUMAS

 **spreadgroup**

JUNIQE

HIGHSNOBIETY

 **leapsome**

Emma
The Sleep Company

