

Employee Lifecycle



Evolution of the HR Employee Lifecycle

CATEGORIES	HR CORE LIFECYCLE PROGRAMS	DOING THE FUNDAMENTALS	EVOLVING HR
Culture Development - ENGAGE AND RETAIN	Core Values, Mission and Vision	Integrated through company people & business practices in an authentic way	Leadership defines a culture strategy focused on people, accountability and results simultaneously
	Career Path Strategy	Individual contributor & management track tied to core competencies	Plan in place to capture and transfer knowledge for staff who move to new roles or leave
	Leadership Development	Supervisory/Management Development for new leaders and high-potential team members	Targeted and customized leadership development to build future pipeline and prepare leaders
	Inclusion, Diversity & Equity	HR employment programs and compensation practices ensure fair and equitable treatment	Buy-in, holistic approach and programs for long-term sustainability
Core HR Programs - ALIGNMENT TO ORGANIZATIONAL STRATEGIC PLAN	Talent Acquisition Strategy	Solid Internal Talent Acquisition Team and/or External Outsource Team to recruit key roles; and successfully onboard staff	Proactive workforce planning to identify future needs and proactively manage pipeline
	Performance Management Mindset	System to set goals, coach, provide regular feedback including flexible performance reviews	Succession plans by department (Key roles, replacement roles, transitions managed, etc.)
	Total Compensation Framework	Develop a philosophy to reward staff at all levels (base compensation, incentives and long-term compensation). Implement job families	Continue to recalibrate compensation programs to achieve business results
	Policies and Procedures/Risk Management	Employee Handbook and Policies that are flexible yet protect the Company	Monitor and adjust to ensure compliance
Systems and Tools to Measure - RETURN ON INVESTMENT	HR Data Analytics	Identify key metrics (Key Staff Retention, Revenue/Profit per employee, Cost of Hire)	Monitor, track and measure people analytics and adjust
	Continuous Improvement and Operational Efficiencies	Audit Payroll/HR management systems and processes. Needs analysis; RFI/RFP, business case, selection (where applicable)	Leverage systems for process efficiencies

Employee Experience (“EX”) Framework

