EMPLOYEE LIFECYCLE MODEL

DEVELOPING AN EFFECTIVE HR STRATEGY AND INFRASTRUCTURE

Attract & Recruit Talent

Separation

Onboarding

Recognition and Advancement

Development and Training

Engagement and Retention

focus HR

HOW IS MY CURRENT HR STRATEGY SUPPORTING THE EMPLOYEE LIFECYCLE?

- How am I distinguishing my business to attract the best talent?
- Why should someone work for me vs. another company?
- How does my onboarding and training approach mitigate any "buyer's remorse"?
- How am I ensuring managers and supervisors are getting the leadership and management development they need to better engage and inspire my employees?
- What kind of recognition and career pathing strategies am I employing to retain the best people?
- After separation, how many former employees would recommend others to work for my business?

HOW IS MY CURRENT HR INFRASTRUCTURE SUPPORTING THE EMPLOYEE LIFECYCLE?

- How effectively have I incorporated technology to manage the overall Employee Lifecycle?
- What changes could improve my recruiting process to improve time to hire and cost/hire?
- How "digital" is my current onboarding process?
- How updated is my current employee handbook and other HR policies and procedures?
- What steps are taken each year to ensure compliance to state and federal labor laws?
- What kind of administrative/time burden does HR impose upon my current staff that could be better spent on revenue and profit generating tasks?
- What changes are needed around employee development and training to better align with my business growth strategies?
- How proactive or reactive are recognition/advancement initiatives in my company?