

Employee Lifecycle **Old** VS **New**

Old

- Necessary Evil
- Task based
- Set and forget



- Reactively fill open roles
- Look at best available at the time instead of best of the best
- Rely on old school methodologies



- Poor interview preparation
- Rely on 'gut feel'
- Focus on screening out the bad, organization in control
- Assess for skills & experience



New

- ◆ The cornerstone to hiring well and managing effectively and much more easily
- ◆ Includes Purpose, Goals / Outcomes, and Strengths
- ◆ Review and revise frequently

- ◆ Proactive workforce planning
- ◆ Talent pipelining
- ◆ Treat like prospecting for customers / clients
- ◆ Use innovative sources / methodologies

- ◆ Well prepared and structured interviews
- ◆ Equal emphasis on screening out the bad and woo'ing the good
- ◆ Assess for values, behaviors and aptitude / fit for the job

Employee Lifecycle **Old** VS **New**

Old

- Begins first day of work
- Focus on process not person
- Forms, processes, compliance



- Needs of organization overshadow needs of individual
- Hierarchical structure / top down decision making
- Manage staff on tasks
- Culture happens



- Once or twice per year
- Focus on what's wrong
- One way feedback
- Expensive and ineffective
- Managers and staff hate alike



New

- ◆ Begins with the offer
- ◆ Focus on person not process
- ◆ Help them become as productive as possible as soon as possible and help them feel like part of the team

- ◆ The needs of the organization and individual jointly considered
- ◆ Distributed, agile structure made up of project teams
- ◆ Inspirational leadership and collaborative management
- ◆ Decisions are made at every level
- ◆ Hold staff accountable for outcomes
- ◆ Culture is key, proactively forged and managed closely

- ◆ Continuous with immediate coaching for improvement
- ◆ Incorporates true development plans
- ◆ Two way feedback
- ◆ Emphasize strengths
- ◆ Inexpensive and extremely effective
- ◆ Managers and staff look forward to them