|  |  |  |
| --- | --- | --- |
| **Strategic Action Item** | **Examples of Implementation Deliverables** | **Comments** |
| What you are spending now 2017 - 18 and 2018 - 19 | The following strategies, systems and processes | $1,349,848 in 18 – 19 and $882,440 in 17 - 18  Turnover is 20% in 18 - 19, 13% in 17 - 18 |
| Develop an overall Human Capital Strategy  which contemplates all areas of the Human Capital Life Cycle | Resulting strategies for Recruiting, Selection, Development, Evaluation, Engagement and Retention | This strategy must dovetail perfectly with  the overall organizational goals and strategies. |
| Develop a Recruiting Strategy based on Vision, Mission and Values | Identifying your Employer Brand,  Target Employees and appropriate Sources | Parts of this strategy exist, need to fully develop and document. |
| Develop a Recruiting Package for candidates  job specific and other relevant material | A package of all relevant information to be  sent to candidate before they interview | Most of this material already exists –  it needs to be put together as a package. |
| Develop a Candidate Selection Strategy  with procedures including any pre-selection testing | A detailed procedure mapping the selection of an employee with assistance in key points | Training for supervisors and above on  interviewing skills is VERY important |
| The Selection policy should include a procedure to determine candidate weaknesses and Development needed | The above checklist will include the  identification of candidate weaknesses | Organizations are looking for the perfect candidate. A flawed candidate can be made perfect with remedial development |
| Develop an Onboarding policy and procedure. | A procedure and checklist of what needs to be  done to onboard every new employee | Very inconsistent in most organizations  and a major source of turnover. |
| Build a Development Strategy with a clear written program by position | Including a Value PathTM which fosters  employee versus manager driven development | Value pathing will align the employees with the organization,  increase engagement and reduce your training time. |
| Develop an employee Performance Evaluation Strategy | Focusing on Value Development and Compensation | Reward based on value not on time served |
| Develop an Engagement Strategy and Plan | A documented Strategy using the  above items to increase engagement. | Engagement is increased by them seeing their value. |
| Annual Compensation Statement showing  all compensation, taxes and benefits paid. | Annual statement to each employee | [Employees are ALWAYS surprised to the organizations benefit.](http://www.2nroll.com/employer3.htm) |
| Develop a Retention Strategy which evaluates  all of the above and determines those items needing attention | This is used to find future opportunities | This closes the loop and helps maintain all of the above |