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| **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 withthe 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 candidatesjob specific and other relevant material  | A package of all relevant information to besent 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 oninterviewing skills is VERY important  |
| The Selection policy should include a procedure to determine candidate weaknesses and Development needed | The above checklist will include theidentification 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 bedone to onboard every new employee  | Very inconsistent in most organizationsand a major source of turnover. |
| Build a Development Strategy with a clear written program by position | Including a Value PathTM which fostersemployee 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 showingall 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 evaluatesall 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  |