



- Agency (Specialist) (Local)
- Advertising
- Alumni
- Referrals/Networks
- Social Media Networking
- Local Groups

- Job Description
- Must Have's/Preferred
- Person Profile
- DISC Behavioural Profiling for Short List Candidates
- Background Checks
- References
- Screening
- Shortlisting
- Structured Competence Based Interviews (Skills & Behavioural)

- Contracts
- Probation Period
- Company Handbook
- Co Create Plan with Team
- Involvement
- 121s
- Feedback Loop

- Employee Engagement
- Feeds into Culture and then Retention as well as Attraction – Thus closing the Cycle!

- Handbook
- PIPs
- Training
- Rewards
- Bonuses
- Other Rewards i.e. Child Vouchers, Gym, Cycle to Work etc. Monthly Lunch

- L & D
- Appraisals (PDR's)
- Feedback
- Buddying
- Skills Training
- Monitoring
- Growing your own Talent

**06 RETENTION**  
Engage the people you need for your business and culture.

**01 ATTRACTION**  
Leverage social media and networking to showcase your EVP. Get the right people interested in you.

**02 RECRUITMENT**  
Make an impression – brand the candidate experience. Hire for cultural fit.

**03 ONBOARDING**  
Focus on the FIRST 90 days. Show people how to be successful from the start.

**04 DEVELOPMENT**  
Challenge your people and offer growth experiences.

**05 PERFORMANCE**  
Reward the people who drive results and demonstrate leadership behavior.

HR IT - Employee Data Management

# Employee Life Cycle

