

The Not so linear Employee Journey

01

Attraction

- EVP
- Employer Branding
- Pre-Interview

02

Recruitment

Recruitment

- Do you provide communications to all candidates during the different stages & what do they look like?
- Do job descriptions describe the personality & cultural fit as well as job description?

Interviews

- How do you schedule & feedback requests & reviews?

Approvals

- What is the candidate approval process & are they informed?

03



Pre-onboarding

Culture & Values

- Do you familiarise your new recruit before they start?
- This is a great place to gather information, give them information about the company as well as a welcome message before they arrive.

Making Choices

- Do you give them information about choices or benefit packages during the process so that they can make informed decisions?

04

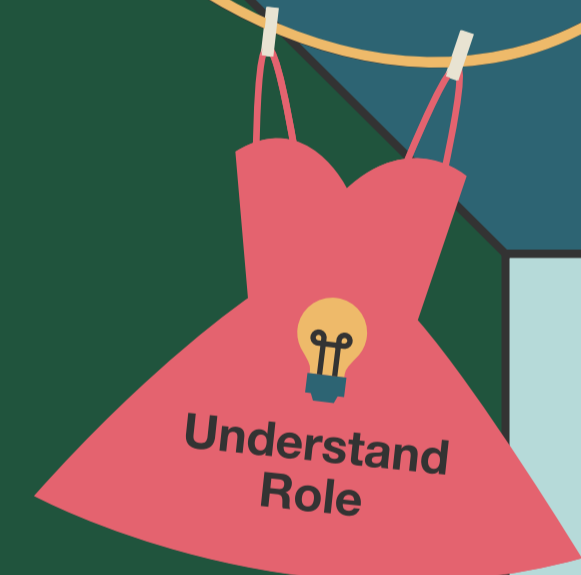


05

Laundry time! All the Time

The Messy Middle

'Cause it's a cycle



- Driving culture, recognition & values.
- Sharing success stories & learnings.
- Continuous learning & development - not just training but access to thought pieces.



06

Offboarding

- Exit interviews.
- Thank you & recognition of contributions to the business.

System & Asset Access & Recovery

- How do you handle this?

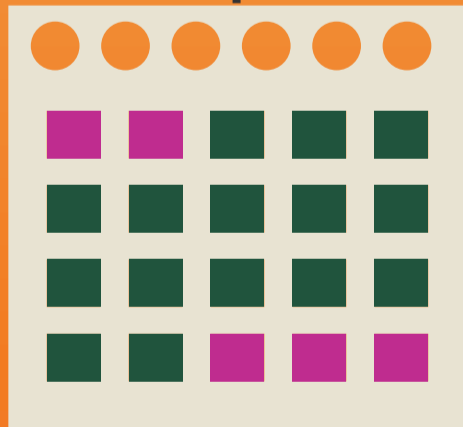
Legal Compliance

- How do you handle the paperwork, exiting documentation, social media?

07

Brand Ambassador

(Hopefully for life or until they boomerang!)



Torque

Employee Experience from Start to Part.