

Attract

Recruit

Immerse

Retain

Empower

Exit

Network

Touchpoints

- Job Descriptions
- Roles & Duties
- Recruiting Events
- Employee Referrals
- Career Page
- GlassDoor
- Employer Social Media
- Employer Newsletter
- Company's Product

- Career Page
- Job Application
- Recruiter
- Hiring Manager

- Welcome Packet
- Benefits Enrollment
- Training
- Onboarding
- Checklist/FAQ
- Intro to Culture
- Tour
- Employee Ambassadors
- Goal Setting

- Performance Conversations
- Compensation Changes
- Learning & Development
- Career Path Counseling
- Employee Committees

- Succession Planning
- Mentor Program
- Manager Training

- Exit Interview
- Offboarding

- Alumni Events
- Focus Groups/Advisors

Engagement Tracker

In-Person



Do roles and responsibilities allow for remote work?

Must interviewing take place in person?

Can you bring people in for on-boarding?

How do we make the best use of meetings?

How do we ensure access to senior members?

What rituals can you create for remote workers?

Should you hold regional events, or make them all digital?



Remote



Should recruiting events shift online? Do you hold multiple regional events?

How do you foster employee relationships?

How can you compensate for those missing the "hallway conversations"?



Hybrid



Are KPIs biased towards in-person employees?

