

Seven Stage Employee Lifecycle HR and Compliance Assessment

As your business changes, so do your human resources needs and challenges. Adding just a few new employees can create the need for more systemized, structured HR practices; not to mention the myriad of legal and compliance obligations that can come along with growth and change. In today's highly competitive talent market, it's critical for even the smallest of businesses to ensure that their people practices are not only efficient and compliant but create a strong employee-employer connection.

As career HR practitioners, blum's Human Resources advisory team understands the entire employee lifecycle, from attracting and selecting top talent to employee development and offboarding, and how it impacts your business.

Using our tested **Seven Stage Employee Lifecycle HR and Compliance Assessment Methodology** we will:

- » Partner with your organization to establish a holistic view and understanding of your HR practices
- » Identify strengths and opportunities through an easy to understand rating system
- » Provide you with an executive summary and specific recommendations to develop a plan towards increased HR success
- » Keep you on your path towards achieving your business goals

Our Seven Stage assessment covers over 40 specific areas and is generally able to be completed (client schedule permitting) in just two to four weeks. The final product includes both a full color, bound assessment report and two-hour debrief meeting to discuss our findings and recommendations. To find out more about how our Seven Stage Assessment can help your organization in creating a more successful future, contact:



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We will partner with company leadership, HR staff and other key stakeholders in assessing your people and practices in the following seven areas:

ATTRACT

In this stage we look not only at your company's approach to attracting talent but also your overall employment brand. Are you doing everything you can to ensure that you're an employer of choice?

SELECT

Selecting a candidate is one of the most important decisions a business can make – and potentially one of the costliest when poor hiring decisions are made. From the interview process to the offer letter, we'll examine both process and candidate experience to ensure your company is consistently in the best position to make great hires.

ON-BOARD

The onboarding of new hires is an ongoing process, not just a first-day orientation event. During the first 90 days of employment, new hires are evaluating (or re-evaluating) their decision to join your team based (in large part) on the quality of their onboarding – all of which serves as the initial springboard for employee engagement and retention. We'll examine this often underestimated but critical stage from the minute a candidate accepts a job offer.

ENGAGE

How are you communicating with employees? Are you recognizing above and beyond efforts and results? Do employees feel a part of something bigger than themselves, or understand the connection between their roles and the company's success? Employee engagement is key to ensuring that your employees feel connected to your company's mission and feel pride in the work they do. From policy clarity to HR technology and team building, we will analyze your strategies and practices in engaging and retaining talent.

DEVELOP

One of the most common reasons employees leave for another job is lack of growth and development – and development doesn't necessarily mean promotion. How are you developing your employees and future leaders? Our team will look at how your employees learn and grow, and provide best practices for ensuring that your employees believe you are taking an active role in their development.

MANAGE

One of the biggest challenges facing employers is ensuring that managers are equipped with the right skills and tools to properly coach, mentor and (when needed) counsel their teams. We will take a complete look at your performance management systems, processes and practices, as well as how you are (or are not) managing and leveraging employee data and analytics.

OFF-BOARD

Much like onboarding, the manner in which your organization offboards departing employees, whether involuntary or voluntary, can have a positive or negative impact on both your employment brand and the bottom line. We'll assess the efficiency of systems and processes, overall employee experience and compliance involved in the offboarding process.