

HEALTH WEALTH CAREER

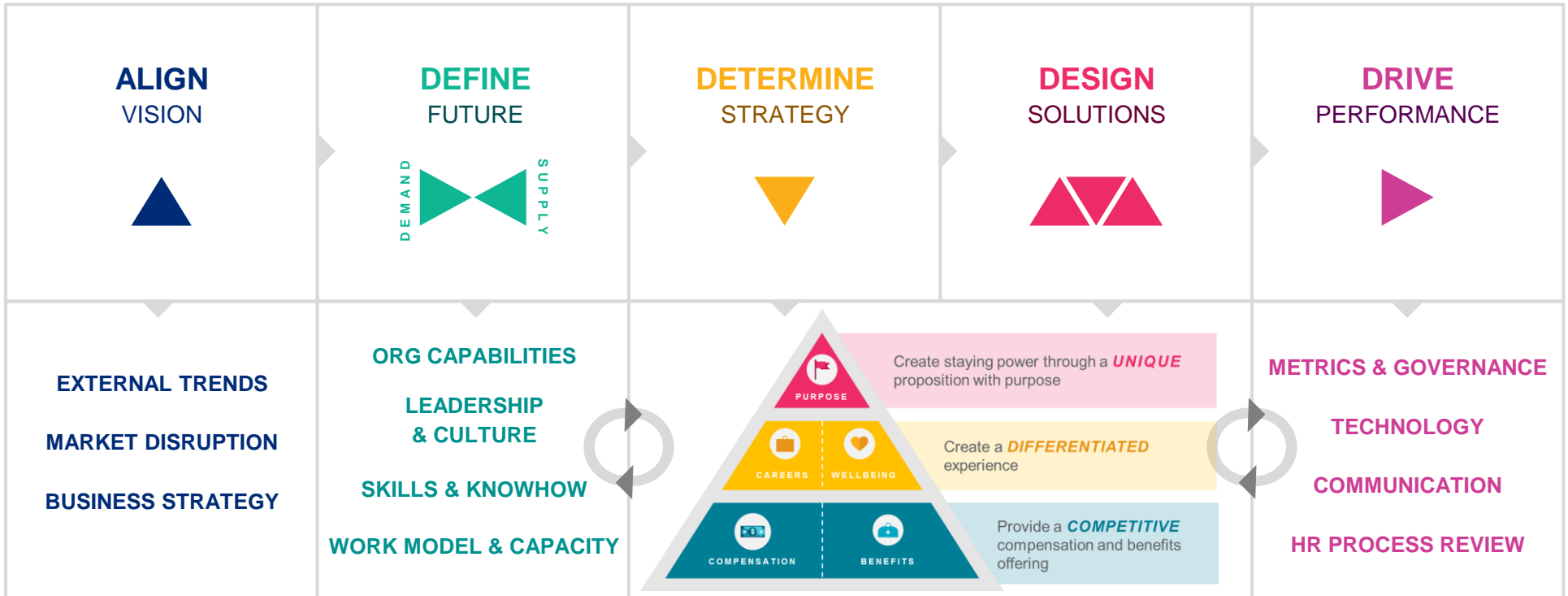
# THRIVING IN AN AGE OF DISRUPTION

IT STARTS WITH YOUR  
PEOPLE STRATEGY



# PUTTING PEOPLE AT THE HEART OF CHANGE

A FRESH TAKE ON PEOPLE STRATEGY - AGILE & ADAPTIVE



**FUTURE-FOCUSED ♦ INTEGRATED ♦ PEOPLE-CENTERED**

**WHAT DOES THIS REALLY MEAN FOR PEOPLE?**

# MEET SAM

## AN AVERAGE EMPLOYEE IN THE NOT-SO DISTANT FUTURE

Sam chooses to work for an organisation with a purpose Sam believes in, aligned to her values & principles

Sam will only work in an environment that ensures equality across gender, sexuality, race, age and disability

Sam wants career progression via different experiences that develop her skills

Sam's manager is a coach, not just a supervisor

Maintaining a healthy lifestyle is important to Sam

Sam cares about the planet and feels socially and environmentally responsible

Sam demands fair pay and recognition for her work

Sam works flexible hours on the days that best suit her

# WHO WILL YOUR PEOPLE STRATEGY IMPACT?



Employee demographics

Location demographics

Needs

Interests

Behaviours

Communication preferences

## Personas

STARTERS

LONG-TERM LOYALS

URBAN AMBITIONS

MANAGERIAL CORE

STRIVERS

FREE AGENT

## STEP INTO THE SHOES OF A PERSON WHO WORKS FOR YOUR ORGANISATION...

<b>MEET:</b>	
	<b>ROLE:</b>
	<b>AGE:</b>
	<b>LOCATION:</b>
	<b>WHO DO THEY LIVE WITH?</b>

# A PEOPLE STRATEGY REALITY CHECK

HOW DO WE HELP THEM THRIVE?

WHAT MOTIVATES THEM?	
WHAT KEEPS THEM UP AT NIGHT?	
WHAT DO THEY LOVE?	
WHAT DO THEY HATE?	

	What would I like them to experience?	What do they experience today?
PURPOSE		
CAREERS		
WELLBEING		
COMPENSATION		
BENEFITS		