

# Employee Lifecycle

1

## ATTRACT

Define your Employee Value Proposition to attract the best talent

Offerings:

- People strategy
- Values / Mission / Purpose
- Organisational Design & Workforce Planning

2

## RECRUIT

Recruit the best talent through a great candidate experience

Offerings:

- Position / Job Descriptions
- Recruitment Foundations
- Contract Review
- Wage Review & Salary Scoping

3

## ONBOARD

Use on-boarding practices to create the most memorable experience and reinforce your purpose and values - your "why"

Offerings:

- Induction and onboarding
- Policy Review and Compliance
- HR Information Systems (HRIS)

4

## ENGAGE

Do your leaders engage with employees on role expectations; rewarding and recognising employees along the way?

Offerings:

- Engagement Survey
- Reward and Recognition (including benefits)
- Team Building
- Communication Tools / Methods

5

## PERFORM

Are your leaders giving constant feedback on performance; driving high performance and holding their team accountable?

Offerings:

- Performance Rhythm
- Performance Management
- Goal Setting
- Performance Reviews
- Remuneration Review (including bonus structure)

6

## DEVELOP

Do your top performers see a future with you? Do you offer flexible, personalised career paths? Do you continually coach career growth?

Offerings:

- Development Workshops
- Leadership 1:1's
- Career Pathway Mapping
- Talent & Succession Planning

7

## DEPART

Why does your best talent leave? Do you create a positive exit experience with talent leaving as brand advocates?

Offerings:

- Offboarding
- Exit Interviews



PURPLE  
PLAYGROUND

OUTSOURCED HUMAN RESOURCES & RECRUITMENT

[www.purpleplayground.com.au](http://www.purpleplayground.com.au) | [hello@purpleplayground.com.au](mailto:hello@purpleplayground.com.au)

As your HR & Recruitment Partner we set you up for success with customised HR practices, keep you compliant with Fair Work, and help you get back to doing what it is you do best!