

# Talent Management and Culture Activation Roadmap



At Salple, we have an integrated, data-informed approach to culture - recognising that your culture shapes every part of your organisation; impacting **employee engagement and retention**, your **customer's experience**, and **execution of your strategy**.

## ORGANISATION JOURNEY

Codify your culture: Intentionally create, support and monitor a purpose-led culture to align key behaviours to your strategic goals

### YOUR CULTURE CODE

A shared understanding of what matters most

**WHY:** Purpose - Why you exist.

**WAY:** Values that serve your purpose and the behaviours that operationalise them.

**DO:** Shared Ambition - your strategy, what you plan to do to advance your purpose.

#### Your Strategy

Identify your agreed strategic priorities and the actions that will advance your purpose in the short to medium term. This provides alignment, clarity, and focus. A summary of your strategy is included in your Culture Code and is referred to as your Shared Ambition.



#### Measure Culture & Engagement

Regularly measure culture and engagement to proactively respond to changes, develop and retain key employees, and ensure your culture continues to serve your purpose by supporting employees to deliver on your brand promise, improve your customers' experience and execute your strategy.



#### Harrison Predictive Analytics

Use our data informed approach to acquire, develop, lead and engage people across your organisation.

#### Role Clarity & Succession Planning

Informed by your strategic priorities, clarity around roles and accountabilities supports and enables execution of your strategy.

#### Culture and Brand Alignment

Ensure the story your brand is telling through your marketing is aligned to the experience your people are delivering. This creates a consistent customer experience and loyal customers.

#### Employer Branding

Leverage your culture code to attract candidates and retain employees who will thrive in your workplace.

#### Ongoing Salple Support

Additional support on an ad-hoc or ongoing basis tailored to your specific needs.

**Leverage your culture**

## RECRUITMENT JOURNEY

Attract and recruit the right people, then set them up for success

### ATTRACT and RECRUIT

Attract top quality candidates

Attract candidates who, alongside the qualifications and competencies you require, are likely to thrive in the role, positively contribute to your culture and have personal values and career goals aligned to your organisation's purpose and values.

#### Selecting the right candidate(s)

##### Job Eligibility

Competencies, skills and education

##### Job Suitability

Identify candidates with the balance of traits to support enjoyment and success in the role.

##### Values Mapping

Identify people who are likely to positively contribute to your culture.

##### Leadership Suitability

Identify candidates who are likely to be suited to a leadership role today or in the future

##### Preferred Candidates

Use Harrison analytics to create a positive interview experience whilst gaining insight into each candidates' preferences and career goals, alongside suitability for the specific role.

Analysis of life themes, avoidance traits, paradoxical behaviours mastery, behaviours under stress, emotional intelligence.

#### Successful Candidates

Tailor an offer based on individual motivators, interests and career goals that aligns to your organisation's goals and increases the attractiveness of your organisation to your preferred candidates.

#### Onboarding

Introduce new employees to your Culture Code and their Harrison data as part of your onboarding process. This quickly sets them up for success and provides insight into their own behavioural preferences and those of their new manager and team, as well as clarity around their contribution to advancing your purpose and bringing your strategy to life.

## EMPLOYEE JOURNEY

Equip people to reach their potential, as they work together to advance your purpose and bring your strategy to life

### ENGAGE, DEVELOP and RETAIN

Work together to advance your purpose and bring your strategy to life

Create a mutually beneficial working relationship - by developing your employees' skills and potential; in an environment where they feel valued and enjoy their work.

#### Reward & Peer Recognition

Recognise and celebrate people who advance your purpose, embody your values and contribute to bringing your strategy to life.

#### Growth & Development

Focus on development and effectiveness aligned to strategic goals and informed by Harrison Analytics, alongside individual desires and career goals.

#### Leadership Development

Equip leaders to nurture the culture that supports employees to deliver on your strategic goals.

#### Team Effectiveness & Alignment

Work with teams to develop a deeper understanding of individual and collective strengths, improve or further develop team dynamics and ensure alignment around shared goals.

#### Retention & Engagement

Equip managers and employees to work together to create mutually beneficial working relationships, using Harrison analytics to provide insight into individual motivations and drivers of behaviour that lead to engagement and retention.

#### Succession Planning

Identify and developing future leaders and development pathways for individuals.

**Advance your purpose**

**Bring your strategy to life**