

Attract & retain

- Work Life Balance
- Celebration of Success
- Reward good performance
- Value proposition and its components need to fit with employee requirements
- Flexibility in dealing with employees
- Knowing your staff – Generational differences
- Talent segmentation
- Recruitment – cultural fit and fit for job
- Career planning – identify strengths skills
- Retention is closely aligned to the organizational fit
- Social/community involvement is becoming important
- Reward strategy needs to be clearly communicated
- Total reward – should include training, brand - perks which are not measurable