

The life cycle of a high-performance workforce

Efficiency in any organization begins at the point of impact — where a worker does a job. Employees with the right skills, drives, and habits can have a huge impact on your company's bottom line. Unfortunately, good employees don't materialize on their own. It takes fast, reliable information and a system behind it to source, develop, deploy, and reward your workforce so that people can have the greatest positive impact — for themselves, for you, and for your shareholders.

ENGAGE

The cookie-cutter workforce, if it ever existed, is pure fantasy in modern business. Finding people with the right skills and attitude for your company takes information, judgment, vision, and resources. And how do you know what kind of worker you need at any given moment?

REWARD

Keeping good employees around for a while takes new challenges and greater rewards. Investments in highly productive employees can really pay off.

2 ENGAGE & SELECT

It takes a nimble system to select promising employees and to source reliable contractors to meet your objectives.



1 START ▶

1 PLAN

Set your corporate objectives and plan workforce strategy to meet those objectives.



3 EQUIP

Before they can start working, new hires need specific tools for their jobs.



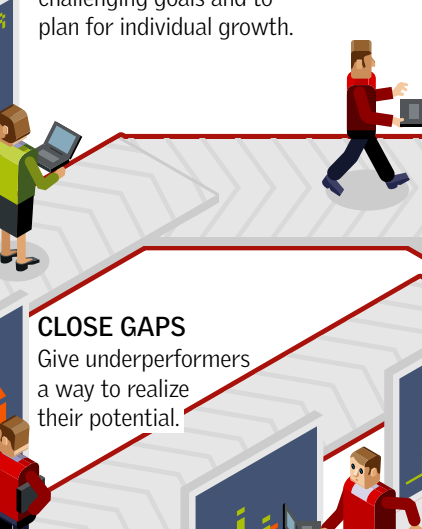
4 SET EXPECTATIONS

Executive vision has to be communicated to everyone.



5 ENCOURAGE GROWTH

Encourage individuals to set challenging goals and to plan for individual growth.



6 ASSESS CURRENT SKILLS

Determine people's current skill levels so you will know when they're improving.



DEVELOP

Some employees find their place in an organization right away, while others need help. Either way, learning doesn't stop when a worker gets to work. A system for setting goals, periodic training, and tracking results helps manage an employee's personal growth — and the growth of the business.

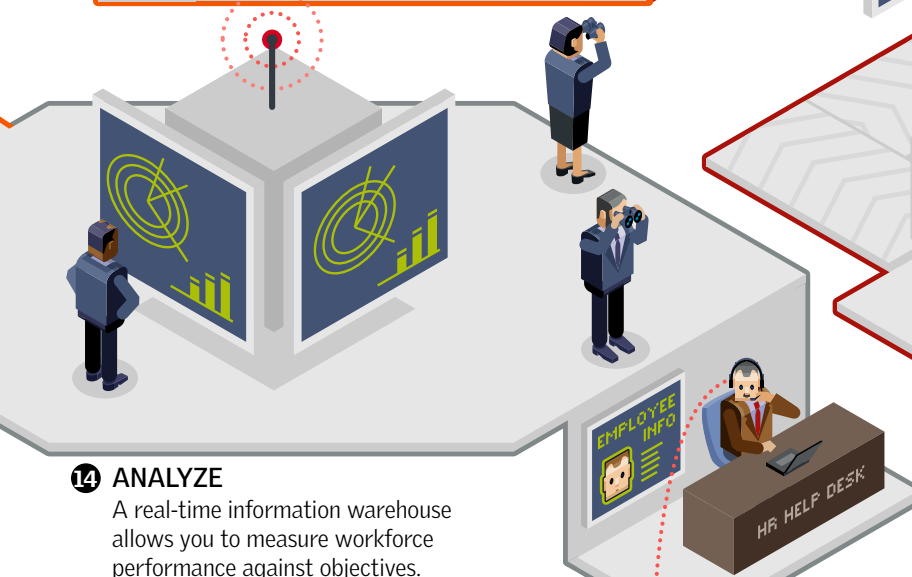
13 CREATE OPPORTUNITIES

Open doors for advancement for your high-performing employees.



14 ANALYZE

A real-time information warehouse allows you to measure workforce performance against objectives.



CLOSE GAPS

Give underperformers a way to realize their potential.



8 CONTINUAL TRAINING

Manage a training schedule that fits learning opportunities into the daily activities of your workforce.



9 PUT PEOPLE IN MOTION

With the right people in the right places, even a complex global enterprise can run smoothly.



DEPLOY

The rubber really hits the road when a supplied, trained, and connected employee gets to work. Monitoring their performance without getting in their way or losing them — especially when operations are spread across the globe — takes a constant flow of information.

12 PROVIDE INCENTIVES

The right compensation plan will keep employees focused on doing the right things, in the right way.

11 PROVIDE SUPPORT

Should an issue arise that can't be resolved through self-service, your HR Help Desk puts employees in contact with informed HR personnel.

10 MANAGE COMPLEXITY

Your workforce must be managed, in all its complexity, from global sales and logistics, to compliance, labor relations, and time tracking.

