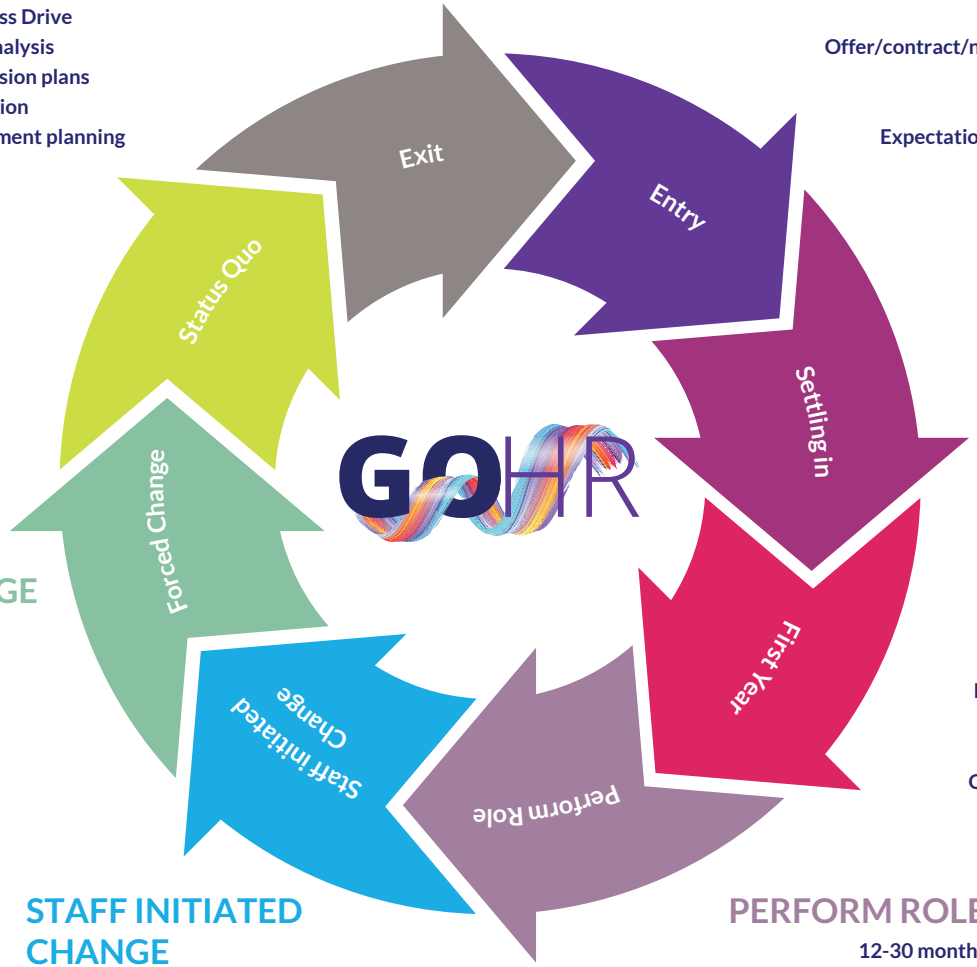
Employee Lifecycle



1 ENTRY

Attraction – Web/Agency/Internal
Selection
Offer/contract/negotiation
First Day
Induction
Expectations created

2 SETTLING IN

Buddy/mentor
Role clarity
Meeting key contacts
Relationship building
Training Programme
Expectations managed in honeymoon period

3 FIRST YEAR

Support reduces
Self sufficient
Experiences all processes
Increase in pro-activity
Firming up view on
Org Decision point to stay

4 PERFORM ROLE

12-30 months
How business does business
Development continues
Effective performance delivery
Peer comparison
Talent reviews

5 STAFF INITIATED CHANGE

New Challenges wanted
Growth
Promotion/sideways
Personal Change

6 FORCED CHANGE

Re-organisation
Business requests due to change/wider role/global/economic
Retrain
Change of T&C's

7 STATUS QUO

Happy in role
Good performance
Limited promotional career aspirations
May have reached capability level
Negative

8 EXIT

Personal
Business Drive
Exit Analysis
Succession plans
Retention
Retirement planning

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