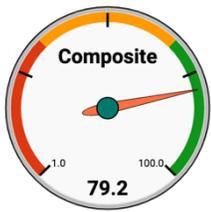




Business Health Check Report

RESULTS

Business Health



Sustainability		
<		Career management & mobility
	X	Succession planning & management
>		Workforce planning
>	X	Compensation, benefits & rewards

Enablement		
>	X	Diversity, equity & inclusion
	X	Talent metrics & analytics
	X	Talent Strategy

Trend: > = Trending Down, < = Trending Up
 Importance: X = Very Important
 Current Performance X = Very Poor, X = Average, X = Excellent

Performance		
	X	Role competencies & profiles
	X	Performance management & evaluation
>		Goal setting & management

Selection		
	X	Talent sourcing & attraction
	X	Talent selection & hiring

Development		
>	X	Leadership development
>		Learning & capability development
	X	Coaching & mentoring

SUMMARY

The business health check provides a snapshot based on the feedback you provided. From your feedback, you communicated that your current business challenges are related to rapid growth and transitioning to a shared services model to create consistency. The critical talent challenges include not hiring the right people, having the correct number of people needed, providing thorough onboarding assistance, and the performance feedback to support the growth. The assessment points to compensation, benefits, rewards, diversity, equity, inclusion, and leadership development opportunities. For those reasons, the initial foundational opportunities to improve the business health of <YOUR COMPANY> are the areas of sustainability and selection. Future improvement projects should include the areas of enablement, performance, and development.

KEY AREAS OF FOCUS

SUSTAINABILITY

Working on the areas of SUSTAINABILITY allows you to move from being reactive to proactive so that you can address current opportunities and the growth of your business. For <YOUR COMPANY>, the key areas of focus within sustainability include workforce planning, and compensation, benefits, and rewards.

- **Workforce planning** includes analyzing, forecasting, and planning workforce demands, assessing gaps, and determining activities to ensure your organization has the right people.
- **Compensation, benefits, and rewards** include everything that is “rewarding” about working for your organization. This can consist of wages and bonuses as well as recognition, workplace flexibility, and career opportunities.

SELECTION

Working on the areas of SELECTION improves the quality of talent to avoid costly mistakes in support of your business’s rapid growth. For <YOUR COMPANY>, the key focus areas within selection include employee sourcing and attraction, and selection and hiring.

- **Sourcing and attraction** include finding or identifying potential employees, contacting them, and engaging with them. It involves proactively finding potential candidates rather than waiting for candidates to apply themselves.
- **Employee selection and hiring** include matching organizational requirements with the skills and qualifications of people.