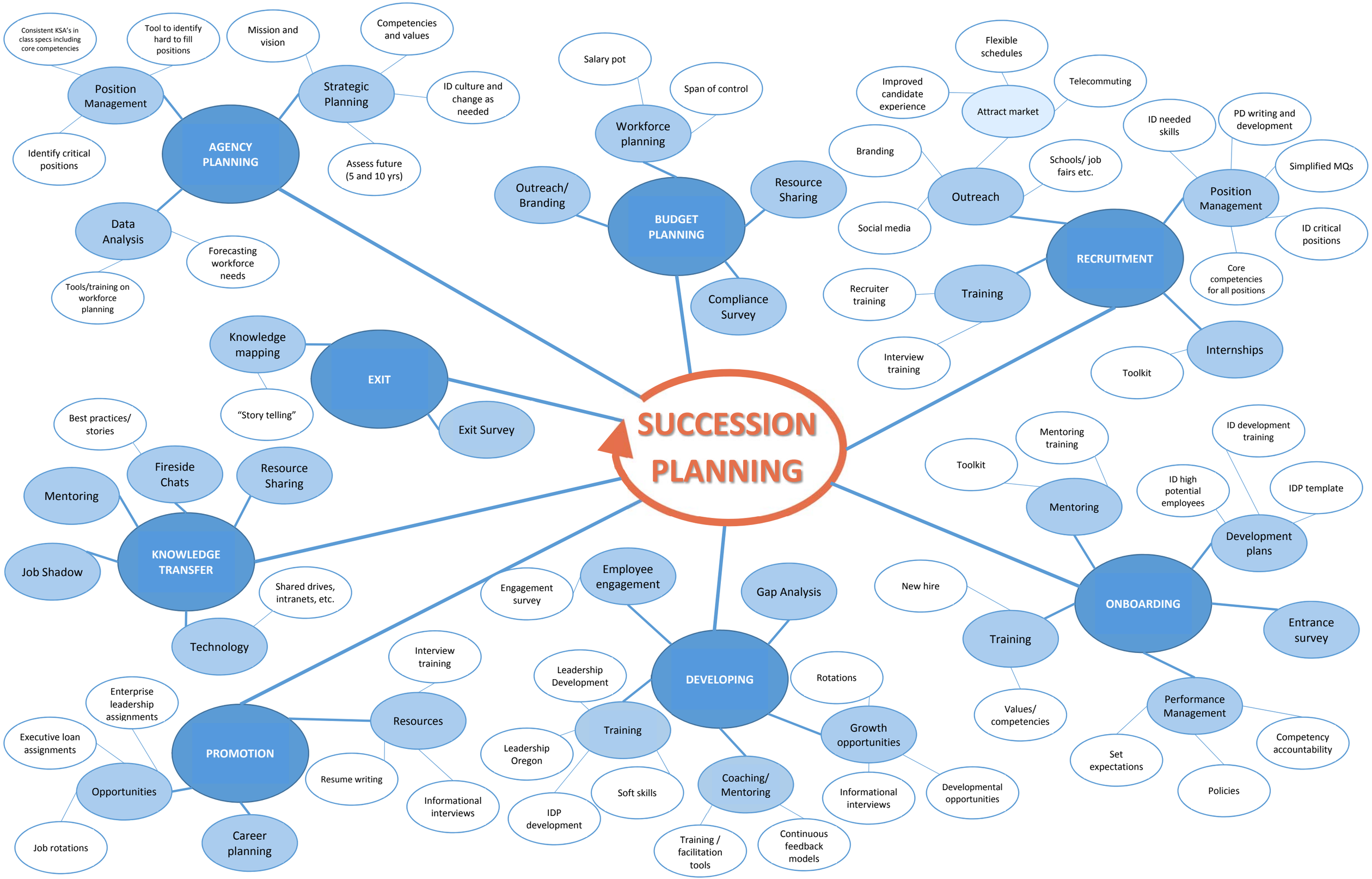
SUCCESSION PLANNING
AGENCY PLANNING
Position Management
Consistent KSA's in class specs including core competencies
Tool to identify hard to fill positions
Identify critical positions
Strategic Planning
Mission and vision
Competencies and values
ID culture and change as needed
Assess future (5 and 10 yrs)
Data Analysis
Forecasting workforce needs
Tools/training on workforce planning
BUDGET PLANNING
Workforce planning
Salary pot
Span of control
Outreach/ Branding
Resource Sharing
Compliance Survey
RECRUITMENT
Attract market
Flexible schedules
Telecommuting
Improved candidate experience
Outreach
Branding
Schools/ job fairs etc.
Social media
Position Management
ID needed skills
PD writing and development
Simplified MQs
ID critical positions
Core competencies for all positions
Training
Recruiter training
Interview training
Internships
Toolkit
EXIT
Knowledge mapping
"Story telling"
Exit Survey
KNOWLEDGE TRANSFER
Best practices/ stories
Fireside Chats
Resource Sharing
Mentoring
Job Shadow
Shared drives, intranets, etc.
Technology
ONBOARDING
Mentoring
Mentoring training
Toolkit
ID development training
ID high potential employees
IDP template
Development plans
Entrance survey
Training
New hire
Values/ competencies
Performance Management
Competency accountability
Set expectations
Policies
DEVELOPING
Employee engagement
Engagement survey
Gap Analysis
Rotations
Training
Leadership Development
Leadership Oregon
IDP development
Soft skills
Training / facilitation tools
Coaching/ Mentoring
Continuous feedback models
Growth opportunities
Informational interviews
Developmental opportunities
PROMOTION
Resources
Interview training
Resume writing
Informational interviews
Opportunities
Enterprise leadership assignments
Executive loan assignments
Job rotations
Career planning