

People Operations Strategies to Transform Your Organization



Trust your people:

Be open and honest about your business decisions. Trust top employees with key responsibilities.

Give your work meaning:

Align your company goals with a sense of value and purpose. Create a company culture that builds on your values.

Take the time to hire the right people:

Hire employees that will add value to your brand, your company culture, and your team.

Encourage the right behavior:

Develop strategies that rewards responsible and productive behavior.

Support your employees:

Provide your employees with the resources they need to excel at work and in their private life.

Act on employee feedback:

Assess how your employees feel about their role and the company. Don't just gather feedback, use it to improve your workplace environment.

Understand the importance of paying fairly:

Institute a performance-based salary scale. Reward your top employees with competitive salaries.



Focus on the best and the worst:

Find the best and worst of your employees and study their behavior. Find out what sets them apart from the rest of your workforce and use the information to develop improvement strategies.

Pay-up on the important things:

Spend money on perks and incentives that will drive your business forward. Also realize that many perks don't cost much and will vastly improve your employee engagement.

Focus on employee retention:

Retaining top employees is vital in today's competitive business environment. Develop employee engagement and retention strategies that will encourage your employees to stay with you longer.

Experiment and adapt:

Building a strong company culture and happy work environment doesn't happen overnight. Learn from your mistakes, adapt when necessary and experiment with new ideas.

