# Best Practice Research & Advisory Support

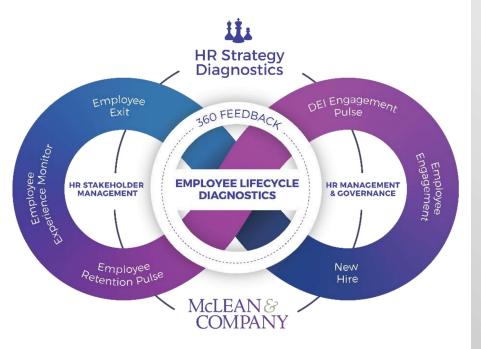OUR FOCUS AREAS



**HR Strategy**
1.1 Strategy
1.2 Organizational Design & HR Structure
1.3 Change Management
1.4 HR Metrics & Analytics

**HR Technology & Operations**
7.1 HR Technology
7.2 HR Operations

**Culture**
2.1 Employee Engagement
2.2 Work Environment
2.3 Diversity, Equity & Inclusion

**Learning & Development**
6.1 Employee Development
6.2 Coaching & Mentoring
6.3 Leadership Development
6.4 HR Development

**Talent Management**
3.1 Competencies
3.2 Workforce Planning
3.3 Performance Management
3.4 Talent Assessment
3.5 Succession Planning

**Total Rewards**
5.1 Compensation Structure
5.2 Compensation Delivery
5.3 Compensation Essentials
5.4 Non-Monetary Rewards

**Talent Acquisition**
4.1 Employer Brand
4.2 Sourcing
4.3 Candidate Assessment
4.4 Internal Mobility

HR FRAMEWORK
McLEAN & COMPANY

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# Build a Data-Driven Strategy Using
## Full-Service Diagnostic Programs



## Improve Employee Experience and HR Processes

**New Hire Survey**
Ensure recruiting and onboarding programs are effective by surveying new employees.

**Employee Engagement**
Move beyond measuring job satisfaction with a comprehensive view of engagement.

**Diversity, Equity, and Inclusion Engagement Pulse**
Take a thoughtful approach to mobilize inclusion efforts across your organization.

**Employee Retention Pulse**
Identify the early signs of employee turnover and develop a talent retention strategy.

**McLean Employee Experience Monitor**
Evolve to leader-driven engagement with a real-time dashboard and results.

**Employee Exit Survey**
Understand why people leave the organization in order to proactively retain top talent.

**360 Feedback**
Empower employees with a holistic view of their performance to prioritize development.

## Optimize the HR Department for Success

**HR Stakeholder Management Survey**
Align HR initiatives with business strategy and stakeholder needs.

**HR Management & Governance**
Improve HR's core functions and drive project success.

# McLean Learning Solutions

### Training Downloads

Download our ready-to-deliver training decks and LMS modules designed for easy facilitation.

Audience: HR & Leaders

### McLean Academy

Explore a series of online courses designed to further your HR team's professional development.

Audience: HR

### Online Training

Engage highly-rated McLean facilitators to deliver interactive & collaborative online learning experiences.

Audience: HR & Leaders

### DEI Foundations for Leaders

Equip managers to support the organization's DEI journey.

Audience: Leaders

### Elevate HR

Boost HR skills and build a world-class professional network.

Audience: HR

### Management Fundamentals

Help people managers develop or refresh skills with 10 weeks of practical and interactive training.

Audience: Leaders

Engage in training programs driven by best practices & analytics

Designed with **practicality** in mind.

McLEAN & COMPANY

# Use McLean & Company's resources to move through the stages of the employee engagement program

**1. Develop an engagement program strategy** → Use McLean & Company's *Develop an Engagement Program Strategy*.

**2. Scope survey project** → Use McLean & Company's *Employee Engagement Survey Scoping Checklist*.

**3. Prepare to launch** → Use McLean & Company's *Improve Survey Response Rates Guide*.

**4. Run survey** → Use McLean & Company's annual *Engagement Survey*.

Contact us for help with scoping, launching, and running an engagement survey.

**5. Analyze results** → Use McLean & Company's *Analyze and Act on Employee Engagement Data* (this project).

**6. Develop insights and actions** → Use McLean & Company's *Analyze and Act on Engagement Data* (this project).

**7. Build and implement action plans** →
Use McLean & Company's *Analyze and Act on Engagement Data* (this project).
Use McLean & Company's *Equip Senior Leaders to Drive Employee Engagement*.

**8. Conduct regular check-ins** → Use McLean & Company's *Build a Change Sustainment Plan*.