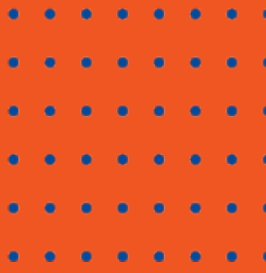


# INVESTING IN IMPACT

2024

CHRO STRATEGIC  
EMPLOYEE SUCCESS  
PLANNER



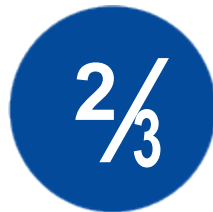
# 2024

## Your Year of Impact

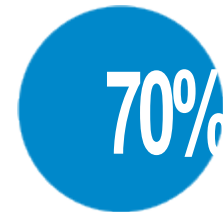
Your talent is your #1 expense. As an HR leader, you know that investing in employee success is key to the future of your team and your organization. But research shows many HR leaders today are stuck in the weeds, preventing them from becoming strategic business leaders—and limiting their impact on the organization.



of HR leaders think they have the skills to be CEOs, but only 13% are prioritizing financial performance.



of business leaders report the current focus of HR is process, but leaders say they need HR to be set up for speed, agility, and adaptability.



of CEOs expect their CHRO to be a key player in enterprise strategy, but only 55% say their CHRO meets this expectation.

We see and acknowledge this gap, but we know in our hearts that driving undeniable impact for their business. It is more than possible investing your time, your energy, and your dollars.

### You need to STOP investing in ...

- » Hunches & assumptions that are not data-backed
- » Random acts of engagement
- » Clunky & outdated tools your teams hate
- » Siloed and disparate process across teams

### You need to START investing in ...

- » Data that helps you make confident decisions
- » Targeted action where and when it matters most
- » Efficient, simple tools your teams love
- » Connected and integrated tools and systems
- » Empowering your managers to drive your strategy
- » Enerzizing partnerships that move you further faster

We created this strategic planner to help you:

- » Get organized and think strategically about critical areas of investment
- » Prepare your team for the upcoming year
- » Build an integrated employee success program



We've hand-picked monthly themes that you can focus on throughout the year. But you can use this guide in whatever way that works best for you. Skip around, zero in on a few focus areas, or highlight some key insights as reminders for the year.

# Quantum workplace

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## Building a Culture of Employee Success

### The Challenge

There's a growing divide between leaders and employees—and HR often feels stuck in the middle. While 94% of executives and directors [report trust in senior leaders](#) to lead their organizations to future success, only 89% of managers and 86% of individual contributors feel the same.

### Why Invest Here

It may seem challenging to bridge this divide, but HR leaders need not pick sides. We must shape the organization to navigate the good times and the bad. We must help all levels of the organization prioritize investments in our people—leading with a calm, human-centered, and data-driven perspective. HR can help leaders block out the noise and focus on what matters, unifying everyone around a single, winning ambition—employee success.

### Where to Invest

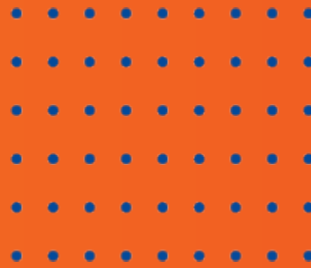
Over the past few decades, organizational leaders have wavered between prioritizing engagement or performance. Today, leaders are finally starting to connect the dots

#### ASSESSING YOUR TECH INVESTMENTS

- ✓ Do our tools help me connect the dots between engagement, performance, culture, and retention?
- ✓ Is it easy for us to understand, validate, and improve our employee experience?
- ✓ Is it easy for my managers to be effective performance coaches that

between the two. The truth is you really can't have one without the other. Engaged employees perform better. And the way you approach performance matters to engagement. This is what we're talking about when we talk about employee success.

Employee success is about the big picture. It's not choosing between engagement, performance, culture, or retention. It's recognizing the inextricable connections among them—and working to understand and improve upon them together. There are three critical components when it comes to building a culture of employee success.





MAGNETISM

IMPACT

EXPERIENCE



“Connecting the dots [between engagement, performance, and business success] is all about how you frame it. The correlations don’t always work out because people are messy! At the heart of all this data, there’s a human. But if you can simplify the complexity and find stories that make intuitive sense to your leaders, they will listen and respond.”

MICHAEL FOSS, EVP/CHIEF HUMAN RESOURCES OFFICER AT NEOVIA LOGISTICS

## EMPLOYEE SUCCESS: WHAT IT IS & HOW TO UNLOCK IT IN YOUR ORGANIZATION

- » **Employee Experience:** You need to create an engaging employee experience by understanding, validating, and improving upon it.
- » **Employee Impact:** You need to inspire employee impact by connecting employees to the role they play in helping the organization succeed.
- » **Organizational Magnetism:** You need to build and optimize your culture to become a place where employees want to stay and top talent wants to join.

As leaders, we must reinforce each day that we’re committed to employee success. And it’s important that employees feel that support. Creating that environment is constant work. Some days it’s an uphill battle. But when you set your target on employee success, the organization is better outfitted to accomplish its goals.



**LEARN MORE ABOUT HOW TO UNLOCK  
EMPLOYEE SUCCESS IN YOUR ORGANIZATION:**

[Employee Success: What It Is &  
How to Unlock It in Your Organization](#)

# REFLECTIONS



## Building a Culture of Employee Success

Of the three components of employee success—experience, impact, and magnetism—which area is your organization most focused on? What are some key wins in this area?

### AREA WE'RE MOST FOCUSED ON:

- Creating an engaging employee experience
- Inspiring employee impact and performance
- Creating a magnetic culture

### KEY WINS:

- 
- 
- 

Which area(s) is your organization under-investing in?

### AREA WE ARE UNDERINVESTING IN:

- Creating an engaging employee experience
- Inspiring employee impact and performance
- Creating a magnetic culture

### WHY WE'RE UNDERINVESTING

What are some key steps you could take in 2024 to bring more balance and connection across all three areas?







## Becoming a More Strategic HR Leader

### The Challenge

70% of CEOs [expect their CHRO to be a key player](#) in enterprise strategy, but only 55% say their CHRO meets this expectation. Digging a little deeper, more than 2/3 of business leaders report [the focus of their HR team is process](#). But leaders also say they need HR to be set up for speed, agility, and adaptability.

### Why Invest Here

Business leaders know how essential talent is to business success. But organizations need strategic HR leadership to truly maximize talent potential. HR has a huge opportunity to earn the trust of the C-Suite. To do so, they must be able to clearly show how employee success connects to business success—and guide strategic action to optimize it. Your focus should be on building an engaged, high-performance culture designed to help the business win.

### Where to Invest

**KNOW YOUR BUSINESS, INSIDE AND OUT.**

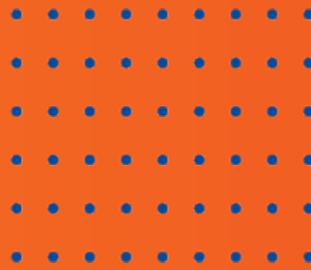
#### ASSESSING YOUR TECH INVESTMENTS

- ✓ Do our tools help me save time so I can spend more time on strategy and less time on process?
- ✓ Does our platform set us up for speed, agility, and adaptability in our people strategies?
- ✓ Do I have the data and analytics I need to help my organization make sound business decisions?
- ✓ Is it easy to uncover the insights I

To drive impact, you need to develop a deep understanding of your business, its goals, and the capabilities needed from every team to drive overall success. Make time and space to get out of the weeds and educate yourself and your team on the what, why, and how of your business.

### **BE PROACTIVE.**

You cannot be strategic if you are constantly putting out fires. You must be intentional in thinking about the future. What will the business need from HR in the next 1-5 years? How can you build programs and processes—over time—to help your organization win? What strengths and opportunities exist for you and your team?



## BE AN AGENT FOR CHANGE.

Change is hard—and most people are not actively seeking it out. Don't wait for others to invite you in. Step up and offer to help other leaders and their teams when you see opportunity. Bring creative solutions to the table and make it your mission to help your organization grow.

## MAKE DECISIONS BASED ON DATA.

There are mountains upon mountains of insight in your people data. Understand what types of data are available to you and identify the data you need to make better business decisions. Learn to zero in on what matters and find stories that resonate with leaders—and drive action in the right areas at the right time.



### MAKE DOLLARS AND SENSE OUT OF YOUR EMPLOYEE SUCCESS INVESTMENTS:

[Check out our free employee](#)



“The time I’m now investing [after partnering with Quantum Workplace on employee success solutions] is much more interesting to me as a talent professional, because I’m starting conversations in the business we never had before. I would not be able to have those conversations if I were stuck in that reactive HR cycle.”



以上内容仅为本文档的试下载部分，为可阅读页数的一半内容。如要下载或阅读全文，请访问：<https://d.book118.com/767064121100006055>