

MAKE EVERY MOMENT MATTER:

Enabling culture throughout the employee lifecycle

The employee lifecycle is all the critical stages that employers must get right with the employee experience. Let's look at how to use your intranet to enhance the employee experience in each stage of the lifecycle.

1. Attract

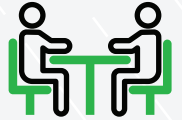
Tell a consistent story about your organization's mission and values.



- Promote your culture and company intranet to candidates.
- Use the intranet to ask for employee testimonials on your culture.
- Borrow content from your leadership and employee blogs.

2. Recruit

Share processes, resources and collect feedback to enable a positive experience.



- Make the intranet the single source of truth for hiring resources.
- Create a dedicated space for employee referrals.
- Integrate recruitment software with your intranet.

3. Onboarding

Deliver an engaging onboarding process that reflects your culture.



- Begin engaging employees before they walk in the door.
- Build an onboarding center.
- Create a newbie zone.

4. Engage

Give employees a voice and a sense of belonging.



- Centralize access to all productivity tools.
- Build a social hub.
- Enable employee feedback.

5. Develop

Provide a focal point for employees to gain new skills and connections.



- Highlight career success stories.
- Communicate training and development opportunities.
- Maximize collective wisdom.

6. Perform

Make performance management easier and more accessible for all.



- Recognize top performers.
- Support leaders in the performance review process.
- Increase transparency in performance management.

7. Depart

Have a formal "off-boarding" process. Your intranet can help make the end of the lifecycle satisfying for the departing employee and those left behind.



- Standardize and post departure procedures.
- Communicate the departure.
- Manage the knowledge transfer.

