Spring Cleaning Your Talent Lifecycle House in One Sweep

50% Keep your people in the loop because only ~50% of employees know what is expected of them.

57% Rest assured employees can improve their performance by offering what **57% of surveyed employees** said they prefer over praise, corrective feedback.

45% of surveyed HR pros name as most valuable in talent management, Quality of Hire.

Dust away miscommunications and clear out confusion.

Change the sheets on your performance management process.



Toss out ineffective job ads and cook up clear descriptions. Disinfect and scrub your hiring process to make recruitment _____ metrics shine.____

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Polish your politeness and recognize deserving employees.

Inspect your onboarding process for cracks.

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Organize your sourcing process to find the candidates you're looking for faster.

85% of job seekers say a clear description of job duties has a positive impact on their decision to apply.

Mingle with your team more often because it makes employees **3x more likely to be engaged** in their work.

69%

A well-structured onboarding orientation program makes employees **69% more likely to remain** at a company up to 3 years.

Organize that talent pool! **64% of all companies** want a solution to help source better-quality prospects, faster.



lesson.ly/ /9-surprising- employee-onboarding- statistics/ gild.com/resource/2015-hiring- statistics-survey gallup.com/businessjournal/183254/effective-strengths- program-cardinalhealth-case-study.aspx careerbuildercommunications.com/candidatebehavior/ gallup.com/businessjournal/182321/employees-lot- managers.aspx hbr.org/2014/01/your-employees- want-the- negative-feedback- you-hate- to-give business.linkedin.com/talent-solutions/resources/job- trends/global-recruiting- trends-home gallup.com/businessjournal/186164/employees-don- know-expected- work.aspx