

# Would You Work For Your Company?

## SAF – Amelia Island September 10, 2015

A value proposition is a **promise** of value to be delivered and acknowledged and a **belief** from the recipient that value will be delivered and experienced. A company has a human resource value proposition that **retains and engages** current employees and **attracts** potential employees.

### The Employee Lifecycle <sup>tm</sup> **The HR Value Proposition**



## Assess Your HR Value Proposition

*Identify Areas of Strength & Opportunity in Your Organization?*

## Finding Talent: When, Where & How?

### The New Recruiting Paradigm

✓ Recruit every day	✓ Set aside days to interview
✓ Place ads-Craig's List & indeed	✓ Think succession planning
✓ Participate in network groups	✓ Staff ahead of the curve

## How to Position Your Company?

### What Does the Competition Offer Their Employees?

✓ Wages, Benefits, hours, etc.	✓ Development & Training
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### Communicating Your Value Proposition

✓ Company History	✓ Mission, Vision, Culture
✓ Impact on the Community	✓ Benefits
✓ Time Away From Work	✓ Growth Opportunities



#### ABOUT YOUR SPEAKER

*Glenna Hecht, SPHR-Senior Professional in Human Resources, founded Humanistic Consulting in 2010 after a 30 year career leading HR/Training functions for world renowned brands. She has spoken before Fortune 100 companies, franchise and not for profit organizations. Humanistic Consulting provides outsourced human resource and training solutions to all industries. Glenna is most noted for her energy, passion, expertise, and connection with the audience. For more information contact:*

*Glenna Hecht, Humanistic Consulting LLC © 2015*  
[glenna@humanisticconsulting.com](mailto:glenna@humanisticconsulting.com) 855-4HR-4111