

Blueprint Process



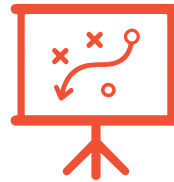
UNDERSTAND

- » Understand an organization's philosophy and objectives
- » Identify HR and finance strategies
- » Recognize company culture and the needs of its workforce



ASSESS

- » Examine how current programs are structured
- » Provide a valuation based on benchmarks, demographics, and workplace feedback
- » Measure and identify gaps and opportunities



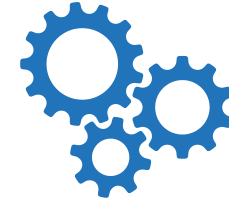
STRATEGIZE

- » Develop steps to fill the gaps
- » Create opportunities to support the business objectives
- » Map out mid-term plan to meet objectives



RECOMMEND

- » Recommend program design and financing options
- » Assess and project the future impact
- » Develop system for ongoing evaluation



EXECUTE

- » Implement recommended strategies
- » Develop timelines and communication
- » Develop success parameters and measurements

