

Workforce Strategic Planning Prep

Category	Current Best Practices <i>What are you doing well today?</i>	Opportunities <i>Where might you be more successful in the future?</i>
1. Workforce Vision	What is going well for you in hiring and retention?	
2.1 Workforce Elements	Which types of individuals are you successfully hiring?	
2.2 Competitors	Who are your competitors? What are they doing well to compete with you for employees?	
2.3 Values	What are your workforce values? Do you hire and fire based on these?	
3.1 Root Causes	Which of the 25 root causes do your employees think your organization and community have addressed?	
3.2 Image & Reputation	What would your employees tell others about why they work for your organization? These should align with what you answered in 2.1, 2.3, and 3.1 above.	
4.1A Recruiting	Which recruiting processes are working well for you?	
4.1B Retention	Which retention practices are working well for you?	
4.2 Workforce Innovation	Do you have a documented process for developing new workforce attraction and retention practices?	
4.3 Risk Management	How are you managing the risks associated with hiring from new labor pools?	
5.1 Tactical Investments	Which of your short-term investments have led to measurable improvements in hiring and retention?	
5.2 Strategic Investments	What new strategies are you planning on investing in to hire and retain talent more successfully?	