

Getting Inspired

Use the check list below to refine your EVP and be inspired by how other businesses are approaching the EVP opportunity.

	Ask yourself:	Get inspired:
 Reputation	<p>What sets us apart as an employer? Does working for us come with a sense of pride or prestige? How are we managing our alumni? Have we considered staff who may have left but wish to return?</p>	<p>"We are remaining competitive by looking at our environmental, social, governance and broader community impact. "</p>
 Remuneration	<p>Are we reviewing remuneration frequently enough to keep pace with the scale of change? Should we be considering greater pay transparency or guiding principles?</p>	<p>"We cannot compete on salary, so we focus on the culture and values of our organisation and quality of our senior leaders."</p>
 Growth	<p>Have we clearly defined career pathways to support mobility and skilling across the organisation? Do leaders and managers mentor and sponsor talent?</p>	<p>"We've started investing in job crafting conversations, so our people feel like they are in control and doing more of what they love."</p>
 Experience of Work	<p>Do we have a clear and embedded position on flexibility and working from home? Would employees describe their roles and work as meaningful or challenging?</p>	<p>"Frontline organisations that stand out are investing in technology, making jobs easier, more attractive and enjoyable via blending tech and trade skills. "</p>
 Wellbeing	<p>How proactive are we as an organisation in managing employee wellbeing? Do we treat the symptoms of burnout or are we focused on preventative measures?</p>	<p>"Part of the reason that we focus so much on diversity, equity and inclusion is because we know it is a leading indicator of wellbeing "</p>
 Values and Culture	<p>How (if at all) are we making our community and society a better place? Given the preference for working with good co-workers, how can we profile our people and talent in our attraction and recruitment activities.</p>	<p>"Members of our leadership team reach out to top talent directly, often with a personalised note. It's flattering for them and they get direct access to our top talent."</p>