

# Serious HR for Schools

Schools that get comfortable with using these ingredients have fewer staff grievances, reduced turnover, cost savings, and teams that **exude quiet confidence.**

## Plan



- HR Communications
- Restructuring
- Strategic Planning Review
- Retention Planning
- Talent Planning
- Workflow Mapping
- Leadership Norms Mapping
- HR Benchmarking
- Learning Needs Assessments
- Templates, Systems, Structures, Protocols, Guidelines
- People Analytics
- HR Budget Planning
- Succession Planning
- Behaviour Matrix
- Equity & Inclusion Policy
- Values Mapping
- Skills Gap Analysis
- Compliance

## Hire



- Panel Interviews
- Orientation
- Candidate Profiling
- Interview Question Bank
- Assessment Centers
- On-boarding
- Employer Value Proposition Flows
- School Reputation Programs
- Communication Preference Profiling
- JD Standardization
- Job Ad Drafting
- Candidate Surveying
- Internal Incentive Schemes
- Internal Promotion Criteria
- Gen A Recruitment Planning
- International Assignee Planning
- Employee Net Promoter Score
- Intercultural Assessments

## Develop



- Internal Academy/University
- Team Coaching
- Cross-functional Relationship Building
- Offboarding
- Intercultural Communication Programs
- New Leaders Program
- Onboarding
- Feedback Guidelines
- PD Reviews
- Appraisal Training for Line Managers
- Reward & Recognition Programs
- Appraisal Cycle
- Train the Trainer
- Ergonomics & Physical Environment Support
- Coaching
- Self Development Questionnaires
- Peer Support Networks & Buddy Programs
- Peer/External Mentoring
- Employee Recognition
- Facilitated Workshops
- 360 Feedback Design
- Job Shadowing
- Psychological Profiling