



PEOPLE FIRST INDEX

Supporting workplaces that put people first



What people want has changed

People are making choices for ethical rather than financial reasons more than ever before. Consumers are demanding transparency in supply chain, labour, animal testing, and chemical makeup. This also extends to employment. People are making decisions about who they want to work for, and who's services / products they want to purchase based on how they treat their employees.

We believe that the best organisations to work for are the ones that put people at the centre of everything they do.

The framework

Through the People First Index framework, we work with you to understand your current people policies and practices and recommend opportunities to put people first, increasing attraction and retention, and creating the best environment to enable your people to contribute positively to the success of your organisation.

The People First Index framework has been developed using years of HR research, expertise, and international case studies as the foundation.

Each part of the framework falls into one of four categories; bring your whole self to work, time, leadership, and fairness and equality.

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The process

Once you sign up to People First Index, we provide you with a link to fill out the 15-minute online questionnaire.

Upon completion, you will receive an email invitation to arrange a 30-minute online consultation to go through the results of the questionnaire.

During the online call, we make our way through the detailed results of the questionnaire, outlining a summary of the organisation's position on its people policies, a detailed analysis through a heatmap report (yours to keep) and provide easy-to-implement recommendations to put your people first.

Next steps

You have the opportunity to work with us directly to understand opportunities to enhance your people policies and practices, and receive options for implementation support, including:

- initiative cost modelling and analysis
- development and communication of EVP
- policy review and development, including equal pay reviews
- benefit analysis
- review of workforce analytics

These initiatives can solidify your place as an employer of choice, retaining and attracting top talent, enhancing productivity, innovation, and problem-solving, increasing engagement and wellbeing, decreasing absenteeism, turnover and employee burnout and advancing your employment and business brand.



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Scan the QR code to book a no-obligation 30-minute call



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