Employee Lifecycle: Creating a Culture of Coaching and Learning (Ver. 2.3a)

**ATTRACTION**

1. Create awareness of Philips as an employer of choice

2. Create a pipeline of candidates that mirrors customer segments and community at large

3. Actively recruit qualified individuals

4. Recruit accepts and joins the organization (FT, interns)

5. Provide onboarding and assimilation experiences

**DEVELOPMENT**

6a. Provide Coaching

6b. Give on the Job Training

6c. Provide Rotational Programs

6d. Offer Career Navigation

6e. Offer Mentoring

6f. Offer Formal Workshops

**RETENTION**

7a. Conduct PPM (and other evaluation mechanisms?)

7b. Build leader pool

7c. Compensate and reward talent in varied ways

7d. Build promotional pipeline

7e. Slot qualified talent into succession planning program

7f. Engage Everyone

**SEPARATION**

8. Employee coaches and mentors others

9. Employee leaves the organization (voluntary, involuntary)