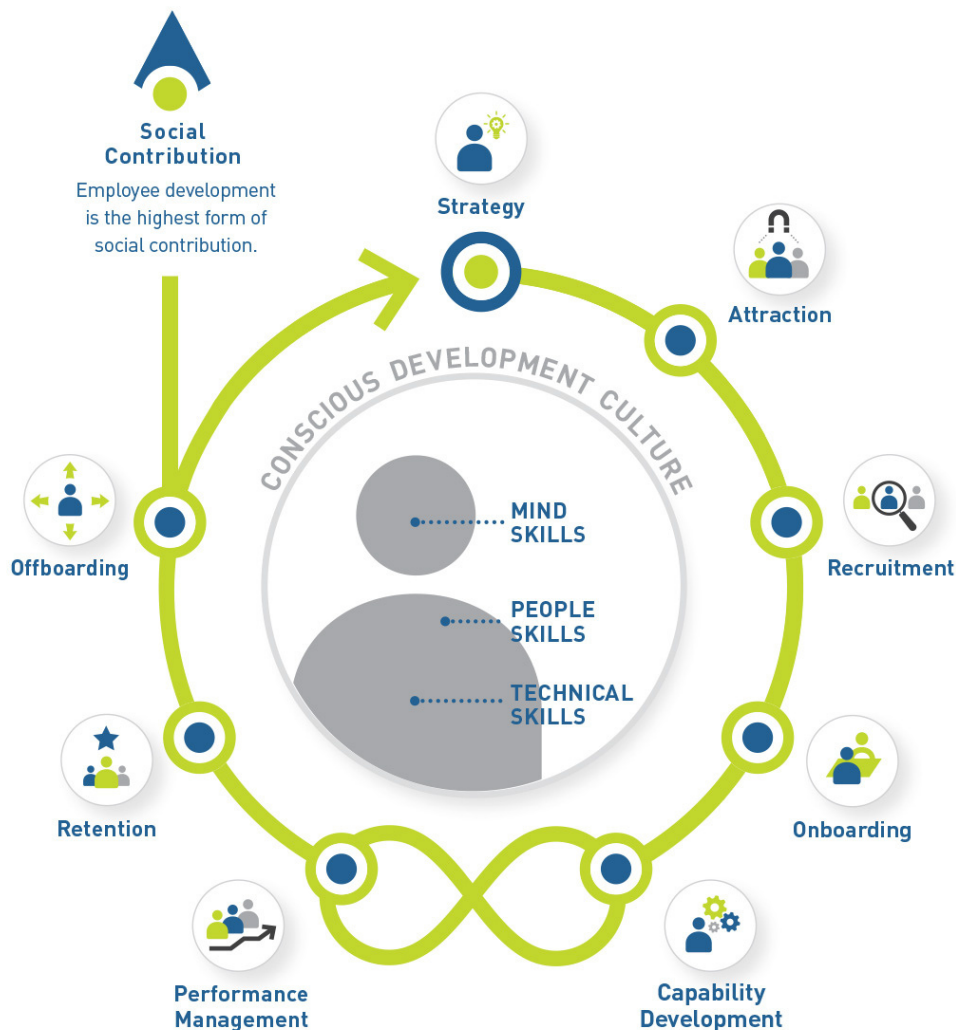




# AO PEOPLE PARTNERS

SHIFTING MINDSETS, PERSPECTIVES & PRACTICES

We exist to inspire and support the conscious practice of people development in the workplace. We believe that when developing people becomes a conscious value and integrated practice in an organization, it drives **INDIVIDUAL GROWTH + BUSINESS GROWTH + SOCIAL CONTRIBUTION.**



## CONSCIOUS DEVELOPMENT EMPLOYEE LIFE CYCLE MODEL

Our Conscious Development Employee Life Cycle provides a holistic, employee development-centric roadmap that guides CEOs and executive teams on ways to best support employee development in the flow of everyday work.

# CONSCIOUS DEVELOPMENT EMPLOYEE LIFE CYCLE



**Strategy.** Facilitate strategic conversations with senior leaders to explore and define ways conscious people development can be integrated into the culture and daily workflow to power your business, your people + your employer brand.



**Attraction.** Embed messages about commitment to people development to attract your ideal candidates.



**Recruitment.** Integrate practices, principles, and tools to better evaluate a candidate's orientation to continuous learning and development as a factor in their overall fit for a position. This provides:

- Improved candidate interviewing, assessment, and selection practices
- Better candidate selections with learning and growth mindset
- An early introduction to your company's development culture focus



**Onboarding.** Adapt onboarding to set new hires up for success in a continuous learning environment through orientation activities that introduce the principles and practices which support everyday learning + development for each employee.



## **Integrated Capability Development + Performance Management.**

Integrate learning, growth + skill development goals and activities into performance management rather than relying on daily responsibilities alone to create a more engaging, productive, and helpful process.



**Retention.** Incorporate learning and development objectives into retention activities to prepare employees for new roles and opportunities. This can be done through engagement and feedback surveys, recognition and rewards programs, promotion, and succession planning and more.



**Offboarding.** Embrace the opportunity to grow your brand and reputation as a company that truly invests in helping employees grow their capabilities - even and especially during an employee off-boarding experience. When viewed through the development lens, this is a valuable opportunity for employers to learn and improve organizational and people development practices, build brand ambassadors, and enable departing employees to reflect on gains in skills and capabilities.

## Get in Touch

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