



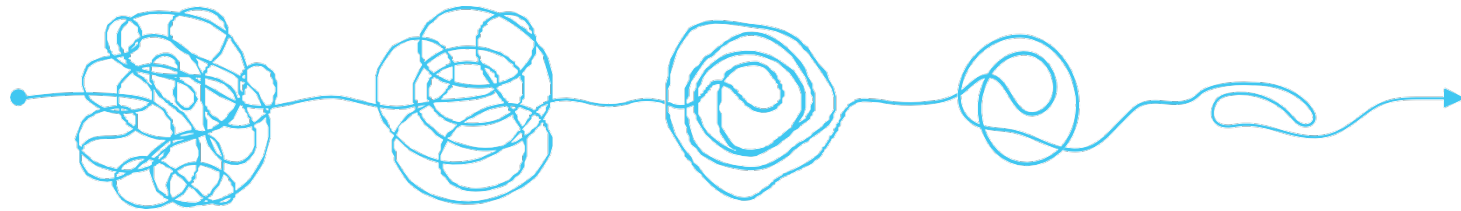
Assessing the health of your People ecosystems™

Connecting who counts to what counts
www.peopletreegroup.com

Peopletree
group 

Why think like an ecosystem?

You can't solve a problem with the same mindset that created it.



Why assess the health of your people ecosystem?

It's a predictor of success

Healthy ecosystems are more productive and create greater benefits for all the participants.

It identifies possible points of failure

Prevention is always better than cure, and early detection allows for proactive action to be taken

It focuses resources to where they can do the greatest good

Ecosystems are continuously changing, and regular assessment directs resources to maintain balance



Experiences in a people ecosystems™

There are 6 key processes that create a healthy people ecosystem.

Which of these processes are your responsibility?

Attract and Select

Attract a diverse pool of talent and selecting the best without bias or prejudice.

Integrate and Connect

Integrating people into a common culture and facilitating the creation of social connections between people.

Develop and Grow

Personalizing development for individuals, recognizing their individual needs and providing access to tailored learning experiences.

Nurture and Engage

Monitoring individual needs and creating a work environment that motivates a variety of people.

Promote and Deploy

Identifying talent and connecting people to opportunities for career growth.

Recognize and Reward

Identifying contributions that add value and creating a flexible system of rewards to recognize personal and team effort.

Employees

A sense of being valued

A sense of inclusion

A place to learn

A place to feel purposeful

A place to build a career

A sense of accomplishment

Managers

A 'full strength' staff complement

Collaboration across functional and geographical boundaries

Talent that continually improve their ability to deliver against goals

Access to a high level of discretionary effort and energy from team member.

Opportunities for team members to grow and change over time

Incentives that drive performance and retain critical talent

HR

The ability to quickly meet talent needs as the business grows and changes.

The ability to build a common culture and purpose through strong social connections

The ability to ensure a high return on investment in learning and development.

The ability to retain high value talent

The ability to build an effective talent marketplace

The ability to differentiate people and teams based on their contribution.

Executives

A constant supply of high-quality diverse talent

A collaborative organization

A learning organization

An engaged workforce

An agile workforce

A high performing organization

Experiences in a people ecosystems™

There are 4 key stakeholders in a people ecosystem.

Participants
(Employees)

Coordinators
(Managers)

Facilitators
(HR)

Resourcers
(Executives)

Attract and Select
Attract a diverse pool of talent and selecting the best without bias or prejudice.

Integrate and Connect
Integrating people into a common culture and facilitating the creation of social connections between people.

Develop and Grow
Personalizing development for individuals, recognizing their individual needs and providing access to tailored learning experiences.

Nurture and Engage
Monitoring individual needs and creating a work environment that motivates a variety of people.

Promote and Deploy
Identifying talent and connecting people to opportunities for career growth.

Recognize and Reward
Identifying contributions that add value and creating a flexible system of rewards to recognize personal and team effort.

Employees	Managers	HR	Executives
A sense of being valued	A 'full strength' staff complement	The ability to quickly meet talent needs as the business grows and changes.	A constant supply of high-quality diverse talent
A sense of inclusion	Collaboration across functional and geographical boundaries	The ability to build a common culture and purpose through strong social connections	A collaborative organization
A place to learn	Talent that continually improve their ability to deliver against goals	The ability to ensure a high return on investment in learning and development.	A learning organization
A place to feel purposeful	Access to a high level of discretionary effort and energy from team member.	The ability to retain high value talent	An engaged workforce
A place to build a career	Opportunities for team members to grow and change over time	The ability to build an effective talent marketplace	An agile workforce
A sense of accomplishment	Incentives that drive performance and retain critical talent	The ability to differentiate people and teams based on their contribution.	A high performing organization

Experiences in a people ecosystems™

The purpose of a process is to create an experience for each stakeholder that is perceived as the benefit of participation.

If the process creates the related experience, you have a healthy people ecosystem.



Attract and Select
Attract a diverse pool of talent and selecting the best without bias or prejudice.

Integrate and Connect
Integrating people into a common culture and facilitating the creation of social connections between people.

Develop and Grow
Personalizing development for individuals, recognizing their individual needs and providing access to tailored learning experiences.

Nurture and Engage
Monitoring individual needs and creating a work environment that motivates a variety of people.

Promote and Deploy
Identifying talent and connecting people to opportunities for career growth.

Recognize and Reward
Identifying contributions that add value and creating a flexible system of rewards to recognize personal and team effort.

Employees	Managers	HR	Executives
A sense of being valued	A 'full strength' staff complement	The ability to quickly meet talent needs as the business grows and changes.	A constant supply of high-quality diverse talent
A sense of inclusion	Collaboration across functional and geographical boundaries	The ability to build a common culture and purpose through strong social connections	A collaborative organization
A place to learn	Talent that continually improve their ability to deliver against goals	The ability to ensure a high return on investment in learning and development.	A learning organization
A place to feel purposeful	Access to a high level of discretionary effort and energy from team member.	The ability to retain high value talent	An engaged workforce
A place to build a career	Opportunities for team members to grow and change over time	The ability to build an effective talent marketplace	An agile workforce
A sense of accomplishment	Incentives that drive performance and retain critical talent	The ability to differentiate people and teams based on their contribution.	A high performing organization

Experiences in a people ecosystems™

To evaluate the health of your people ecosystem, score each experience from 1 to 5.

1=Could improve this experience significantly

5=Everyone in our ecosystem has this experience



Attract and Select

Attract a diverse pool of talent and selecting the best without bias or prejudice.

Integrate and Connect

Integrating people into a common culture and facilitating the creation of social connections between people.

Develop and Grow

Personalizing development for individuals, recognizing their individual needs and providing access to tailored learning experiences.

Nurture and Engage

Monitoring individual needs and creating a work environment that motivates a variety of people.

Promote and Deploy

Identifying talent and connecting people to opportunities for career growth.

Recognize and Reward

Identifying contributions that add value and creating a flexible system of rewards to recognize personal and team effort.

Employees	Managers	HR	Executives
A sense of being valued	A 'full strength' staff complement	The ability to quickly meet talent needs as the business grows and changes.	A constant supply of high-quality diverse talent
A sense of inclusion	Collaboration across functional and geographical boundaries	The ability to build a common culture and purpose through strong social connections	A collaborative organization
A place to learn 2	Talent that continually improve their ability to deliver against goals 3	The ability to ensure a high return on investment in learning and development. 4	A learning organization 2
A place to feel purposeful	Access to a high level of discretionary effort and energy from team member.	The ability to retain high value talent	An engaged workforce
A place to build a career	Opportunities for team members to grow and change over time	The ability to build an effective talent marketplace	An agile workforce
A sense of accomplishment	Incentives that drive performance and retain critical talent	The ability to differentiate people and teams based on their contribution.	A high performing organization

Experiences in a people ecosystems™

To evaluate the health of your people ecosystem, score each experience from 1 to 5.

1=Could improve this experience significantly

5=Everyone in our ecosystem has this experience



Attract and Select
Attract a diverse pool of talent and selecting the best without bias or prejudice.

Integrate and Connect
Integrating people into a common culture and facilitating the creation of social connections between people.

Develop and Grow
Personalizing development for individuals, recognizing their individual needs and providing access to tailored learning experiences.

Nurture and Engage
Monitoring individual needs and creating a work environment that motivates a variety of people.

Promote and Deploy
Identifying talent and connecting people to opportunities for career growth.

Recognize and Reward
Identifying contributions that add value and creating a flexible system of rewards to recognize personal and team effort.

Employees	Managers	HR	Executives
A sense of being valued <input type="checkbox"/>	A 'full strength' staff complement <input type="checkbox"/>	The ability to quickly meet talent needs as the business grows and changes. <input type="checkbox"/>	A constant supply of high-quality diverse talent <input type="checkbox"/>
A sense of inclusion <input type="checkbox"/>	Collaboration across functional and geographical boundaries <input type="checkbox"/>	The ability to build a common culture and purpose through strong social connections <input type="checkbox"/>	A collaborative organization <input type="checkbox"/>
A place to learn <input type="checkbox"/>	Talent that continually improve their ability to deliver against goals <input type="checkbox"/>	The ability to ensure a high return on investment in learning and development. <input type="checkbox"/>	A learning organization <input type="checkbox"/>
A place to feel purposeful <input type="checkbox"/>	Access to a high level of discretionary effort and energy from team member. <input type="checkbox"/>	The ability to retain high value talent <input type="checkbox"/>	An engaged workforce <input type="checkbox"/>
A place to build a career <input type="checkbox"/>	Opportunities for team members to grow and change over time <input type="checkbox"/>	The ability to build an effective talent marketplace <input type="checkbox"/>	An agile workforce <input type="checkbox"/>
A sense of accomplishment <input type="checkbox"/>	Incentives that drive performance and retain critical talent <input type="checkbox"/>	The ability to differentiate people and teams based on their contribution. <input type="checkbox"/>	A high performing organization <input type="checkbox"/>

Building a healthy people ecosystem™

The role of a People Ecosystem Architect

To increase the score (improve the experience) of the process/es you are responsible for, work through these questions or contact us.

Attract and Select

Attract a diverse pool of talent and selecting the best without bias or prejudice.

Integrate and Connect

Integrating people into a common culture and facilitating the creation of social connections between people.

Develop and Grow

Personalizing development for individuals, recognizing their individual needs and providing access to tailored learning experiences.

Nurture and Engage

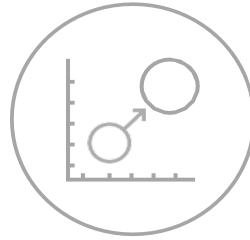
Monitoring individual needs and creating a work environment that motivates a variety of people.

Promote and Deploy

Identifying talent and connecting people to opportunities for career growth.

Recognize and Reward

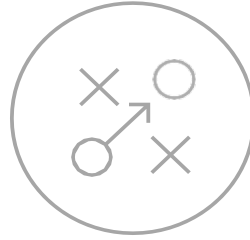
Identifying contributions that add value and creating a flexible system of rewards to recognize personal and team effort.



**Visualize
a future**

What are some of the most significant challenges with this process currently?

How could this process be redesigned to create the people ecosystem experience for each stakeholder?



**Design a
blueprint**

What are some of the guiding principles that should be used to design this process?

What type of people (knowledge, experience and attributes) would be best to work on this process?



**Plan the
construction**

How could you measure the effectiveness of the process?

Enabling a people ecosystem™

These 4 drivers can either enable (create the experience) or constrain (prevent the experience) required to build a healthy people ecosystem.



- Attract and Select**
Attract a diverse pool of talent and selecting the best without bias or prejudice.
- Integrate and Connect**
Integrating people into a common culture and facilitating the creation of social connections between people.
- Develop and Grow**
Personalizing development for individuals, recognizing their individual needs and providing access to tailored learning experiences.
- Nurture and Engage**
Monitoring individual needs and creating a work environment that motivates a variety of people.
- Promote and Deploy**
Identifying talent and connecting people to opportunities for career growth.
- Recognize and Reward**
Identifying contributions that add value and creating a flexible system of rewards to recognize personal and team effort.

Data Quality	Process Efficiency	Cultural Adoption	Tech and Tools
Data that accurately identifies skills, knowledge and experience.	Processes that accurately match talent with the needs of the ecosystem	A culture that values differences in skills, perspective, background and culture	Tech that improves the efficiency and effectiveness of talent acquisition
Data that facilitates the on-boarding of people into new environments.	Processes that promote relationships across functions and social networks	A culture that values collaboration and social connection	Tech that improves the efficiency and effectiveness of creating diverse social connections
Data that identifies gaps and connects people to the right development resources	Processes that personalize learning and facilitate access to developmental resources	A culture that values continuous learning	Tech that improves the efficiency and effectiveness of personalized learning
Data that tracks sentiment and personal satisfaction with the work environment	Processes that can accommodate individual needs based on personal circumstance.	A culture that values employee well-being	Tech that improves the efficiency and effectiveness of personalized engagement strategies
Data that identifies individual attributes, skills, experience and interest	Processes that connect the right talent with the needs of the ecosystem	A culture that values talent agility and personal growth	Tech that improves the efficiency and effectiveness of talent movement
Data that identifies valuable contributions and connects it to relative rewards	Processes that can communicate & incentivize outcomes that add value	A culture that values contributions that make a positive difference	Tech that improves the efficiency and effectiveness of personal recognition

Enabling a people ecosystem™

Assess the relevant enablers required to create the related experience.

Assign a score from 1 to 5.

1=Highly constraining (stopping us from creating the right experience)

5=Highly enabling (enables us to create the right experience)



Attract and Select

Attract a diverse pool of talent and selecting the best without bias or prejudice.

Integrate and Connect

Integrating people into a common culture and facilitating the creation of social connections between people.

Develop and Grow

Personalizing development for individuals, recognizing their individual needs and providing access to tailored learning experiences.

Nurture and Engage

Monitoring individual needs and creating a work environment that motivates a variety of people.

Promote and Deploy

Identifying talent and connecting people to opportunities for career growth.

Recognize and Reward

Identifying contributions that add value and creating a flexible system of rewards to recognize personal and team effort.

Data Quality	Process Efficiency	Cultural Adoption	Tech and Tools
Data that accurately identifies skills, knowledge and experience.	Processes that accurately match talent with the needs of the ecosystem	A culture that values differences in skills, perspective, background and culture	Tech that improves the efficiency and effectiveness of talent acquisition
Data that facilitates the on-boarding of people into new environments.	Processes that promote relationships across functions and social networks	A culture that values collaboration and social connection	Tech that improves the efficiency and effectiveness of creating diverse social connections
Data that identifies gaps and connects people to the right development resources 2	Processes that personalize learning and facilitate access to developmental resources 3	A culture that values continuous learning 4	Tech that improves the efficiency and effectiveness of personalized learning 1
Data that tracks sentiment and personal satisfaction with the work environment	Processes that can accommodate individual needs based on personal circumstance.	A culture that values employee well-being	Tech that improves the efficiency and effectiveness of personalized engagement strategies
Data that identifies individual attributes, skills, experience and interest	Processes that connect the right talent with the needs of the ecosystem	A culture that values talent agility and personal growth	Tech that improves the efficiency and effectiveness of talent movement
Data that identifies valuable contributions and connects it to relative rewards	Processes that can communicate & incentivize outcomes that add value	A culture that values contributions that make a positive difference	Tech that improves the efficiency and effectiveness of personal recognition

Enabling a people ecosystem™

Assess the relevant enablers required to create the related experience.

Assign a score from 1 to 5.

1=Highly constraining (stopping us from creating the right experience)

5=Highly enabling (enables us to create the right experience)



Attract and Select
Attract a diverse pool of talent and selecting the best without bias or prejudice.

Integrate and Connect
Integrating people into a common culture and facilitating the creation of social connections between people.

Develop and Grow
Personalizing development for individuals, recognizing their individual needs and providing access to tailored learning experiences.

Nurture and Engage
Monitoring individual needs and creating a work environment that motivates a variety of people.

Promote and Deploy
Identifying talent and connecting people to opportunities for career growth.

Recognize and Reward
Identifying contributions that add value and creating a flexible system of rewards to recognize personal and team effort.

Data Quality	Process Efficiency	Cultural Adoption	Tech and Tools
Data that accurately identifies skills, knowledge and experience. <input type="checkbox"/>	Processes that accurately match talent with the needs of the ecosystem <input type="checkbox"/>	A culture that values differences in skills, perspective, background and culture <input type="checkbox"/>	Tech that improves the efficiency and effectiveness of talent acquisition <input type="checkbox"/>
Data that facilitates the on-boarding of people into new environments. <input type="checkbox"/>	Processes that promote relationships across functions and social networks <input type="checkbox"/>	A culture that values collaboration and social connection <input type="checkbox"/>	Tech that improves the efficiency and effectiveness of creating diverse social connections <input type="checkbox"/>
Data that identifies gaps and connects people to the right development resources <input type="checkbox"/>	Processes that personalize learning and facilitate access to developmental resources <input type="checkbox"/>	A culture that values continuous learning <input type="checkbox"/>	Tech that improves the efficiency and effectiveness of personalized learning <input type="checkbox"/>
Data that tracks sentiment and personal satisfaction with the work environment <input type="checkbox"/>	Processes that can accommodate individual needs based on personal circumstance. <input type="checkbox"/>	A culture that values employee well-being <input type="checkbox"/>	Tech that improves the efficiency and effectiveness of personalized engagement strategies <input type="checkbox"/>
Data that identifies individual attributes, skills, experiences and interest <input type="checkbox"/>	Processes that connect the right talent with the needs of the ecosystem <input type="checkbox"/>	A culture that values talent agility and personal growth <input type="checkbox"/>	Tech that improves the efficiency and effectiveness of talent movement <input type="checkbox"/>
Data that identifies valuable contributions and connects it to relative rewards <input type="checkbox"/>	Processes that can communicate & incentivize outcomes that add value <input type="checkbox"/>	A culture that values contributions that make a positive difference <input type="checkbox"/>	Tech that improves the efficiency and effectiveness of personal recognition <input type="checkbox"/>

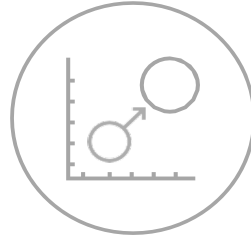
Building a healthy people ecosystem™

The role of a People Ecosystem Architect

To increase the score (enable the experience) of the process/es you are responsible for, work through these questions or contact us.

Data Quality

Data collection, data storage, data governance, data analysis, data visualization, data storytelling.



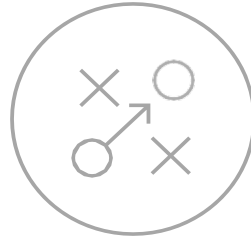
Visualize a future

What are some of the most significant challenges with this enabler currently?

How could this enabler improve the processes in a people ecosystem (what would success look like)?

Process Efficiency

Process definition, mapping, analysis, optimization, measurement and review.



Design a blueprint

What are some of the guiding principles that should be used to design this enabler for maximum impact?

What type of people (knowledge, experience and attributes) would be best to work on this enabler?

Cultural Adoption

Assessing, defining and communicating a desired culture and managing the change process.



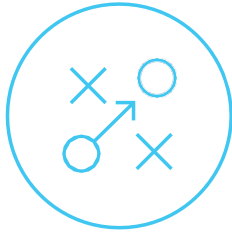
Plan the construction

How could you measure the effectiveness of the enabler?

Tech and Tools

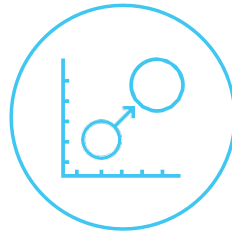
Selecting, evaluating developing, implementing and managing technology and systems

At Peopletree we leverage technology, research and data to help companies build healthy people ecosystems by:



**Designing a blueprint
for your People Ecosystem**

Understanding the type of organization you want to build, we can rapidly create a blueprint for a healthy people ecosystem™



**Aligning the blueprint to
your business context**

Refining that blueprint with your HR team, we design a solution that will transition you from where you are to where you want to be



**Implementing a
sustainable solution**

Providing access to a full set of capabilities (HR, IT, Data, BI, change and project management) we ensure adoption, so you have a sustainable people ecosystem