



How to assess the health of your People Ecosystem™

And build a blueprint for change

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 **six key processes** that create a healthy People Ecosystem:

- Attract & Select
- Integrate & Connect
- Develop & Grow
- Nurture & Engage
- Promote & Deploy
- Recognize & Reward

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	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™

There are four key stakeholders in a People Ecosystem.

- **Participants**
(Employees)
- **Coordinators**
(Managers)
- **Facilitators**
(HR)
- **Resourcers**
(Executives)

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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

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Experiences in a people ecosystems™

If each stakeholder group participates in the process, it results in a different experience of perceived value across the stakeholders.

If the process creates the related experience, you have a healthy People Ecosystem.



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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
- 2=Could improve this experience somewhat
- 3=Neutral
- 4=Some people in our ecosystem experience this
- 5=Everyone in our ecosystem has this experience



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Employees

A sense of being valued

A sense of inclusion

A place to learn

2

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

3

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.

4

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

2

An engaged workforce

An agile workforce

A high performing organization

Experiences in a people ecosystems™

Use the rating sheet alongside to rate your own People Ecosystem experience on a scale of 1-5.

- 1=Could improve this experience significantly
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Building a healthy People Ecosystem™

The role of a People Ecosystem Architect

If you rated your organization less than 5 on any of the experiences, then the underlying process resulting in the experience needs to be improved. Work through the questions alongside to improve the process or contact us and we will assist you with prioritizing where to start.

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Promote and Deploy

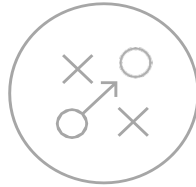
Identifying talent and connecting people to opportunities for career growth.

Recognize and Reward

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



Visualize a future



Design a blueprint



Plan the construction

1. What are some of the most significant challenges with this process currently?
2. How could this process be redesigned to create the People Ecosystem experience for each stakeholder?
3. What are some of the guiding principles that should be used to design this process?
4. What type of people (knowledge, experience and attributes) would be best to work on this process?
5. How could you measure the effectiveness of the process?

Enabling a People Ecosystem™

There are four drivers of healthy People Ecosystems:

- Data quality
- Process efficiency
- Cultural adoption
- Tech and tools

They can either be **enablers** (if they create or improve the experience) or **constraints** (if they are preventing the experience).



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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™

Use the rating sheet alongside to assess the drivers of your People Ecosystem on a scale of 1-5.

- 1=Highly constraining (inhibits or limits you from creating the right experience)
- 2=Moderately inhibits or limits you from creating the right experience
- 3=Neutral
- 4=Enables you to create the right experience but not optimally
- 5=Highly enabling (enables you to create the right experience)

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Data Quality

Data that accurately identifies skills, knowledge and experience.

Data that facilitates the on-boarding of people into new environments.

Data that identifies gaps and connects people to the right development resources

2

Data that tracks sentiment and personal satisfaction with the work environment

Data that identifies individual attributes, skills, experience and interest

Data that identifies valuable contributions and connects it to relative rewards

Process Efficiency

Processes that accurately match talent with the needs of the ecosystem

Processes that promote relationships across functions and social networks

Processes that personalize learning and facilitate access to developmental resources

3

Processes that can accommodate individual needs based on personal circumstance.

Processes that connect the right talent with the needs of the ecosystem

Processes that can communicate & incentivize outcomes that add value

Cultural Adoption

A culture that values differences in skills, perspective, background and culture

A culture that values collaboration and social connection

A culture that values continuous learning

4

A culture that values employee well-being

A culture that values talent agility and personal growth

A culture that values contributions that make a positive difference

Tech and Tools

Tech that improves the efficiency and effectiveness of talent acquisition

Tech that improves the efficiency and effectiveness of creating diverse social connections

Tech that improves the efficiency and effectiveness of personalized learning

1

Tech that improves the efficiency and effectiveness of personalized engagement strategies

Tech that improves the efficiency and effectiveness of talent movement

Tech that improves the efficiency and effectiveness of personal recognition

Enabling a People Ecosystem™

Use the rating sheet alongside to rate the relevant enablers required to create the related experience on a scale of 1-5.

- 1=Highly constraining
- 2=Moderately constraining
- 3=Neutral
- 4=Moderately enabling
- 5=Highly enabling



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Building a healthy People Ecosystem™

The role of a People Ecosystem Architect

If you rated your organization less than 5 on any of the enablers, then identify which of these enablers you are responsible for and work through the questions alongside or contact us and we will assist you with prioritizing where to start.

Data Quality

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

Process Efficiency

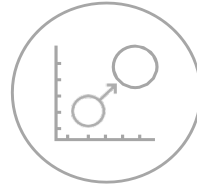
Process definition, mapping, analysis, optimization, measurement and review.

Cultural Adoption

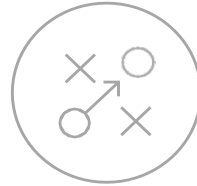
Assessing, defining and communicating a desired culture and managing the change process.

Tech and Tools

Selecting, evaluating developing, implementing and managing technology and systems



Visualize a future



Design a blueprint



Plan the construction

1. What are some of the most significant challenges with this enabler currently?
2. How could this enabler improve the processes in a people ecosystem (what would success look like)?
3. What are some of the guiding principles that should be used to design this enabler for maximum impact?
4. What type of people (knowledge, experience and attributes) would be best to work on this enabler?
5. How could you measure the effectiveness of the enabler?

At Peopletree Group 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