

EVP Action Plan Builder



By Victoria Bond,
CEO Ten Space

EVP Action Plan Builder



We've pulled together some questions to think about when reviewing your employee value proposition.





You can use these questions as prompts to help you discover what you're fantastic at. And also where you have gaps you might like to address in an action plan.

Engagement & Culture





What is your culture and engagement like? Where are your strengths? Where are your challenges?

Here you can use employee feedback, such as an [employee engagement survey](#) to capture insight and ideas from your teams in these key areas.





Connection

-  Are your teams clear on your vision, mission and goals?
-  Are your values authentic and well-loved?
-  Do your employees have a clear voice and a way for them to share feedback and ideas?
-  Do employees feel well informed and up to date?





Leadership

-  Do your teams have great relationships with their leaders?
-  Do your leaders support their team both personally and professionally?
-  Do they bring out the best in their teams and individuals?
-  Do they build engagement and loyalty in their teams?

Fulfilment






-  Is work-life balance / blend supported in your organisation?
-  Is reward and recognition fair and aligned to contribution?
-  Can employees build a long-term career in your organisation?
-  Do employees feel proud to work for your organisation?

Wellbeing

-  Do employees feel they can be their true self at work?
-  Are you an employee-first, or employee-led organisation?
-  Do employees feel safe and secure in the workplace?
-  Do employees feel psychologically safe in the workplace?

Benefits & Packages

Here's some of the pieces of work you might want to carry out to explore this area:




-  Internal review of salaries to examine fairness and consistency.
-  Consider what type of "payer" you are? Are you lower quartile? Upper quartile? Are you consistent, do you pay more for top talent?
-  External benchmarking – are your salaries keeping up with the market?
-  Benefits review – competitor and industry review – are you keeping up with the market? What's new that you might like to introduce?
-  Do you have benefits that meet the needs of all of the demographics in your organisation?

Your Story








Consider your vision, mission, values & goals.

What is the story that you tell to your employees and those that are interested in joining you about where you've come from and where you're going?

Consider:




-  Is your story clear and compelling?
-  Are you using it as part of your recruitment marketing?
-  Are you using your story to generate pride in your teams?

Career & Development

-  Do you have clear career paths?
-  Do you have a way for high-performing employees to excel in your business?
-  Do you have compelling stories you can share about career successes?
-  Are career successes diverse and inclusive?
-  Do you invest time, energy and leadership into career and personal development?
-  Are employees clear on how you are investing in them personally and professionally?
-  Do people leave your organisation in a better place than they left it?

External Review

So you're doing tons of great stuff internally. But do people externally know about it?

-  Check out your Glassdoor & Indeed reviews – is there work you can do to address poor reviews?
-  Consider your social media channels – are they being used for employer branding purposes? Does it reflect how awesome you are?
-  Share externally – use LinkedIn to shout about your employee's successes. Share great employee feedback from your surveys on social media. Encourage your employees to act as brand ambassadors and share it far and wide!

Continually Review

Make sure you're using this on a regular basis (we suggest at least every 6 months), to do a full review of your EVP.

It'll help you keep ahead and that EVP looking and sounding SHARP!

Organisations that deliver on their EVPs are able to decrease employee turnover by nearly **70%.**

We're here to support you

At Ten Space we work with our clients to amplify employee engagement, retention and performance.

We are here to enable you and your teams to deliver the future of your business.

If you've found our EVP Action Plan Builder helpful and you want to know more, contact us on the details below

Email us:

enquiries@tenspace.co.uk

Follow us:



To find out more visit:

<https://www.tenspace.co.uk/>

