

Creating workplaces that put people first



## What people want has changed

People are making choices for ethical rather than financial reasons more than ever before. Consumers are demanding transparency in supply chain, labour, animal testing, and chemical makeup. This also extends to employment. People are making decisions about who they want to work for, and who's services / products they want to purchase based on how they treat their employees.

**We believe that the best organisations to work for are the ones that put people at the centre of everything they do.**

## The framework

Through the People First Index framework, we work with you to understand your current people policies and practices and recommend opportunities to put people first, ultimately contributing positively to the success of your organisation.

The People First Index framework has been developed specifically to measure and identify these opportunities, using years of HR research, expertise, and international case studies as the foundation.

Each part of the framework falls into one of four categories, bring your whole self to work, time, leadership, and fairness and equality.

## PEOPLE FIRST INDEX

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## The process

Once you sign up to People First Index, we provide you with a link to complete the online Questionnaire, which takes approximately 15 minutes to complete.

Once you complete the Questionnaire you will receive an email invitation to arrange a 30-minute Zoom consultation to go through the results of the Questionnaire.

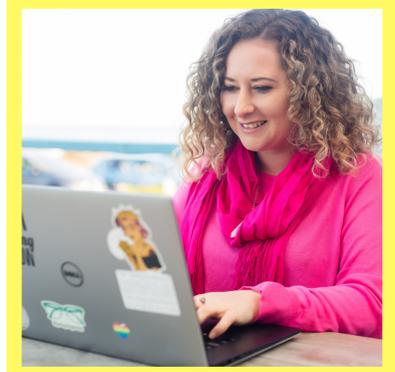
During the Zoom call, we provide you with the results of the Questionnaire, outlining the organisation's position on its people policies and practices, in the form of a heatmap report, which is yours to keep.

## Next steps

Once we have the results of the questionnaire, we work with you directly to understand opportunities to enhance your people policies and practices, and provide options for implementation support, including:

- initiative cost modelling and analysis
- development and communication of EVP
- policy review and policy development
- benefits analysis
- review of workforce analytics

Which will solidify your place as an employer of choice, retaining and attracting top talent, enhancing productivity, innovation, and problem-solving, increasing engagement and wellbeing, decreasing absenteeism, turnover and employee burnout and advancing your employment and business brand.



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