

Gartner for HR Leaders

# Ignition Guides

Help your organization get key projects done quickly.



Like our best practice insights, these guides are aligned with our members' most important projects, and the logical structure enables teams to get started quickly and execute with minimal oversight. They contain a set of customizable templates, guides, and practitioner guidance to accelerate key activities while avoiding unnecessary rework.

## Diversity and Inclusion

### D&I Metrics and Analytics

- Selecting and Communicating Diversity and Inclusion Metrics

### Employee Resource Group Management

- Conducting Employee Focus Groups
- Connecting Employee Resource Groups (ERGs) to Business Results

### Global D&I Strategy

- Creating an Annual Diversity and Inclusion (D&I) Budget
- Developing a Diversity Recruitment Strategy
- Developing a Global D&I Strategy

# Employee Engagement and Performance

## Employee Engagement

- Communicating Engagement Survey Insights
- Conducting Employee Focus Groups

## EVP

- Delivering on Your EVP Promise
- Designing a Compelling EVP

## Performance Management

- Creating and Updating Enterprise Competency Models
- Conducting Performance Reviews
- Designing the Performance Evaluation Process
- Executive Goal Alignment
- Goal Alignment
- (Re)Defining Employee Performance Criteria

# HR Function Strategy and Management

## HR Staff Performance

- Building a Development Plan for L&D Staff
- Creating a Compensation Training Program for HRBPs
- Creating a Recruiter Development Plan
- Creating HR Business Partner (HRBP) Career Paths
- Deploying an HR Business Partner Team
- Designing a Compelling Presentation
- Managing HR Shared Services' Performances
- Recruiting and Hiring HR Business Partners

## HR Strategy and Management

- Creating a Dashboard for HR
- Creating an Annual Diversity and Inclusion (D&I) Budget
- Creating an Annual HR Budget
- Creating an Annual Learning and Development Budget
- Creating an Annual Recruiting Budget
- Designing a Recruitment Shared Services Plan
- Designing HR Shared Services

## **HR Strategy and Management (Cont.)**

- Guide Pack for Designing and Managing Recruitment Shared Services
- Guide Pack for HR Shared Services
- Implementing HR Shared Services
- Implementing Recruitment Shared Services
- Managing Recruitment Shared Services Performance
- Redesigning HR Org Structure
- Selecting an Organizational Structure for L&D
- Strategic Planning for Human Resources
- Strategic Planning for L&D
- Strategic Planning for Recruiting
- Strategic Planning for Total Rewards
- Using Digitalization to Improve Employees' HR Experience

## **HR Technology**

- Building a Recruiting Technology Roadmap
- Creating an Onboarding Plan for HR Vendors
- Designing an HRIT Roadmap
- Guide Pack for HR Vendor Management
- HRIT Vendor Selection
- Managing HR Vendor Performance
- Selecting a Benefits Vendor
- Selecting an HR Vendor
- Selecting and Deploying Social Learning Technology

## **Leadership**

### **High Potential Employees**

- Building a HIPO Development Program
- Creating a HIPO Rotational Program
- Identifying and Assessing HIPOs
- Identifying and Calibrating HIPOs
- Identifying and Managing HIPO Critical Experiences
- Implementing HIPO Crucible Roles
- Implementing a HIPO Mentoring Program
- Implementing a High-Potential Employee (HIPO) Communication Plan

## **Leadership Development**

- Creating Your First 100 Days Plan for Public Sector Leaders
- Designing a Leadership Development Program
- Managing a Leadership Transition
- Transitioning Leaders to Global Roles

## **Succession Management**

- Developing and Deploying Successors
- Identifying Critical Roles
- Sourcing and Selecting Successors

## **Talent Review**

- Conducting an Organizational Talent Review

## **Learning & Development**

### **L&D Design and Delivery**

- Building a Corporate University
- Build a Peer Learning Program for Learning and Development
- Creating an Action Learning Project for L&D
- Creating a Mentoring Program
- Creating Game-Based Learning
- Creating Standard L&D Processes
- Designing a New Hire Mentoring Program
- Developing an Employee Through a Stretch Assignment
- Guide for Building an Onboarding Program
- Streamlining Learning Offerings

### **L&D Metrics and Analytics**

- Creating an L&D Dashboard
- Measuring Learning Program Effectiveness

### **L&D Strategy**

- Branding the L&D Function
- Building a Development Plan for L&D Staff
- Conducting an Effective Needs Analysis
- Creating an Annual Learning and Development Budget
- Selecting an Organizational Structure for L&D
- Strategic Planning for L&D

## **Learning Culture**

- Build a Peer Learning Program

## **Learning Technology**

- Designing a Learning Platform

## **Manager Development**

- Building a Manager Coaching Program
- Evaluating Manager Effectiveness at Employee Development
- Onboarding New Employees for Managers

# **Org Design, Change, and Culture**

## **Change Management**

- Building a Change Communication Plan
- Planning Total Rewards Integration During M&A

## **Organization Design**

- Designing Career Paths
- Global Job Leveling
- Implementing and Managing Career Paths

## **Organizational Culture**

- Identifying the Culture That Supports Your Organization's Strategy
- Improving Corporate Culture

## **Organizational Design**

- Assessing Your Organization Structure

## **Workforce Planning**

- Identifying Critical Roles
- Inclusive Workforce Planning
- Scenario Planning

# **Talent Acquisition**

## **Assessment and Selection**

- Selecting Candidate Assessments
- Setting Up a Pre-Hire Screening Process for Recruiting

## **Candidate & New Hire Experience**

- Designing a New Hire Mentoring Program
- Designing a Standard Interview Process
- Guide for Building an Onboarding Program
- Mapping Candidate Experience

## **Employment Branding & Attraction**

- Building a Brand Ambassador Program
- Building an Employment Brand Messaging Strategy

## **Hiring Needs Definition and Forecasting**

- Building a Hiring Forecast
- Conducting a Hiring Needs Discussion
- Developing Labor Market Intelligence Capability

## **Recruiter Performance & Development**

- Creating a Recruiter Development Plan

## **Recruiting Metrics & Analytics**

- Creating a Recruiter Development Plan

## **Recruiting Strategy, Structure, & Budget**

- Aligning Recruiting to Talent Segments
- Creating an Annual Recruiting Budget
- Designing a Recruiting Governance Model
- Developing a Diversity Recruitment Strategy
- Guide Pack for Designing a Managing Recruitment Shared Services
- Implementing HR Shared Services
- Implementing Recruitment Shared Services
- Requisition Prioritization
- Setting Recruiting Standards
- Strategic Planning for Recruiting

## **Recruiting Technology**

- Building a Recruiting Technology Roadmap

## **Sourcing & Pipelines**

- Building a Campus/Graduate Recruiting Program
- Building a Sourcing Function for Recruiting

- Building an Employee Referral Program
- Creating a Social Media Recruiting Strategy

## Talent Analytics

- Building Influence to Improve Data Quality
- Communicating Talent Analytics Value Proposition
- Conducting Actionable Talent Analytics Value Proposition
- Conducting Actionable Talent Analytics Projects
- Creating a Dashboard for HR
  - Creating a Recruiting Metrics Dashboard
- Creating an L&D Dashboard
- Engagement Survey Action Planning
- FEVS Action Planning
- Managing Employee Surveys
- Measuring Learning Program Effectiveness
- Prioritizing Human Capital Metrics
- Selecting and Communicating Diversity and Inclusion Metrics

## Total Rewards

### Global Total Rewards Strategy & Integration

- Creating a Compensation Training Program for HRBPs
- Creating a Total Rewards Philosophy and Principles
- Developing a Total Rewards Strategy
- Planning Total Rewards Integration During M&A
- Strategic Planning for Total Rewards

### Job Leveling and Descriptions

- Global Job Leveling

### Total Rewards Communications

- Building a Total Rewards Portal for Employees
- Preparing Employees for Pay Conversations
- Preparing Managers for Pay Conversations

### Rewards and Recognition

- Developing a Recognition Program

### Wellbeing

- Developing a Holistic Wellbeing Strategy