



TALENT, ORGANIZATION & PEOPLE SOLUTIONS

Employee Deal



TOP helps leaders unlock the full potential of their people by focusing on the **“employee deal”**— an offer made to employees before they join and throughout their journey with the company. This offer *attracts* the right talent and shapes a positive experience tailored to diverse employee needs. By aligning employee sentiments with concrete actions, we foster engagement, drive meaningful experiences and create real business value across the organization.

Why should leaders focus on the employee deal?

- A strong employee deal **enhances your employer brand**, helping you stand out in a competitive talent market.
- It **attracts and retains top talent** with the right skills, keeping your workforce aligned with business needs.
- Better understand your workforce using data-driven focus groups to **boost engagement across diverse employee groups**.
- Engaged employees lead to **positive customer experiences**, which ultimately drives **financial success**.

When is the right time to renegotiate the employee deal?

- When there's a shift in vision, business strategy or leadership.
- During an organization restructure, merger or major transformation.
- When high turnover or negative feedback signals dissatisfaction.
- If you're struggling to attract or retain the right talent.
- When employee engagement or productivity stagnates or declines.
- When customer experience scores are low or slipping.

How A&M Delivers Outcomes

A&M works together with clients to:



Look outside to stand out in the labor market

Understand current state talent market, competitor offerings and key differentiators to drive attraction.



Obtain data-driven human insights

Use tools to assess employees' current experiences and perceptions to inform intentional job design.



Make it real

Align the business strategy and culture with employee experiences to ensure consistency.



Realize immediate and sustained impacts

Support business leaders through the new and motivating employee journey.



Deliver value and ROI

Align the talent lifecycle, culture, and vision to drive employee engagement and business success.

The employee deal is shaped by these key elements...



Results: Employee and business productivity, performance, strong customer experiences and workforce engagement

Reach out for a consultation to discuss your needs!

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What Else to Consider

When designing and activating a new employee deal, it's important to consider how **other factors support and drive the change**, including:



Leadership

How can leaders drive the new talent experiences and bring them to life across the organization?



Culture

Does the organization's culture support the business strategy and is it reflected throughout the talent lifecycle?



Development

Can employees see a future at the organization through clear career pathing, professional growth, and development?

About Talent, Organization & People Solutions

TOP partners with clients to isolate and accelerate the capabilities and leadership required to deliver on your service promise.

Talent

Build workforce strategies, development programs and employee deals that deliver on your brand's promise



Leadership



Workforce



Development



Employee Deal

Organization

Align operating model, elevate organization design and fitness, and build cultures that drive positive change



Operating Canvas



Design



Performance and Fitness



Culture



Change and Adoption

People

Provide HR function expertise, create belonging solutions to support diversity, equity and inclusion, and enhance the employee lifecycle



Human Resources



Belonging



Employee Life Cycle

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