



PAGEL SOLUTIONS

CREATING INCLUSIVE PRACTICES  
THAT ARE SCALABLE ACROSS THE  
EMPLOYEE LIFECYCLE

[www.pagel-solutions.com](http://www.pagel-solutions.com)



# What We Do:

Do you have an onboarding process that successfully integrates new employees in an inclusive way? Are you developing and tapping talent in an equitable way? Have you considered or addressed the generational differences and needs of your workforce? If you have answered no or maybe to these questions, Pagel Solutions is for you.

Our mission is to create inclusive and scalable solutions for organizations to support your workforce throughout the employee life cycle. At Pagel Solutions, we use data to guide us, human behavior to center our thinking, and the partnership with organizations to drive the planning and action around solutions.

CEO & Founder, Pagel Solutions, Inc.

*Hasse Leonard-Pagel, PhD*



PAGEL SOLUTIONS



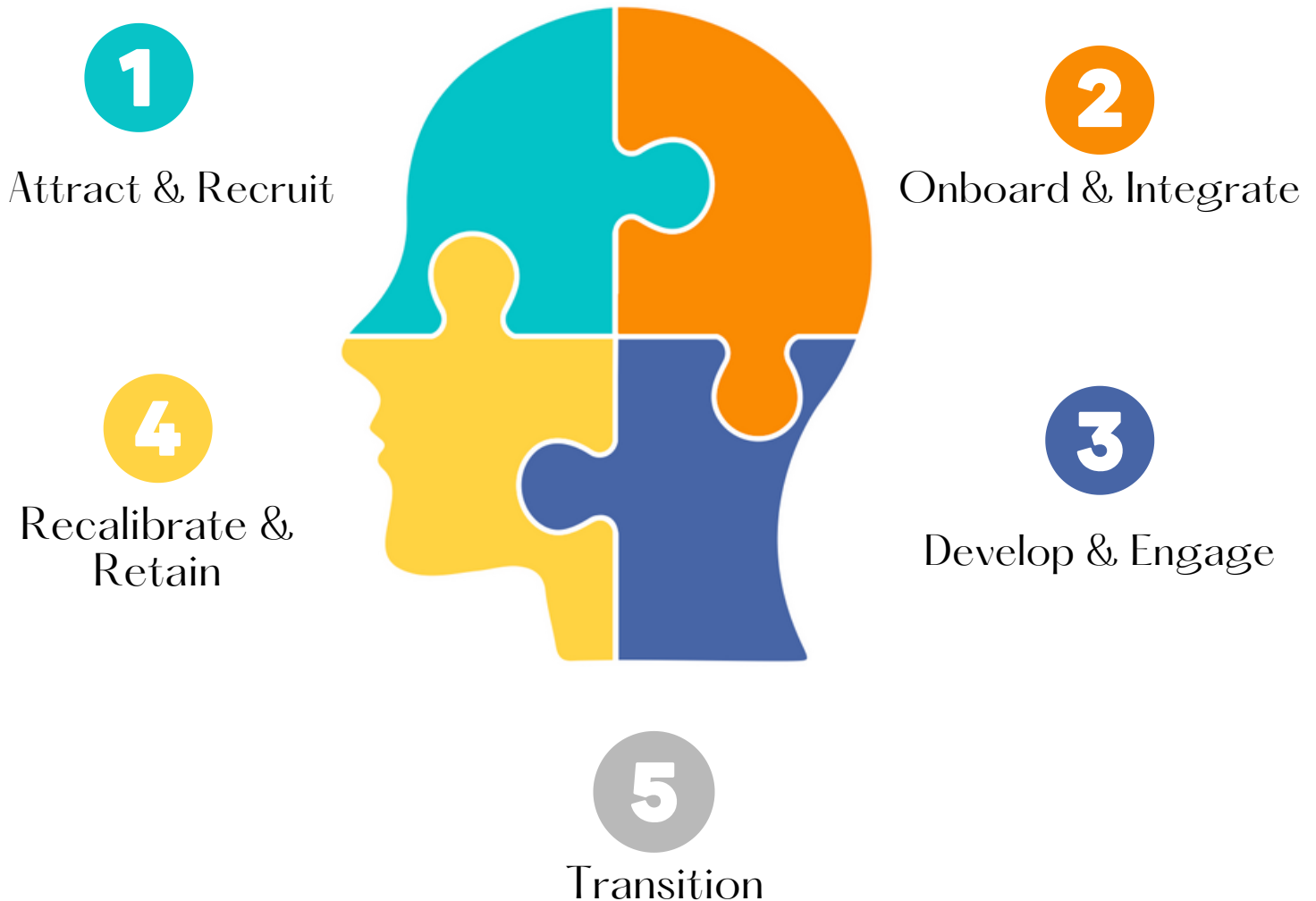
## Meet the CEO

### Hasse Leonard-Pagel, Ph.D.

I am a licensed clinical psychologist who specializes in inclusive practices across the employee life cycle. As an experienced trainer, author, and executive coach, I have worked across industries both globally and domestic to create solutions that address onboarding, development, and retention. While most consultants in this space solely work with the leadership team, I find solutions that can be cascaded down throughout the organization for the greatest sustainable impact.

*"Investing in your people's success throughout their employee lifecycle demonstrates that you truly value them."*

# 5 Phases of the Employee Life Cycle



# Phases at a Glance

## Incorporating Inclusive Practices

01

### ATTRACT & RETAIN

#### KEY ELEMENTS & CONSIDERATIONS

##### Branding:

- How is your organization being perceived as a champion of diversity and inclusion?
- Is there marketplace visibility around the employee experience and what does it say about you?

##### Talent Sourcing:

- Where are you looking for candidates?
- How are you sourcing your applicant pool?
- Is it the same process each time, yielding similar candidate results?

##### Hiring Funnel:

- What's the process an applicant will go through? Who will they talk to?
- Is there diversity of all types on your hiring panel (age, ethnicity, race, background, etc)?
- Do they get to talk to employees with different experiences in the workplace?

##### Culture Add

- Are you looking for culture fit or culture add?
- What does this person and their capabilities add to the team?

Research shows  
creativity  
comes from  
diverse teams

#### CULTRE ADD TIP:

"Culture fit" tends to promote a homogeneous workforce, whereas "Culture add" promotes diversity.

Think about what you're missing from the team and seek out candidates with those qualities & skillsets.

# Phases at a Glance

## Incorporating Inclusive Practices

### 02 ONBOARD & INTEGRATE KEY ELEMENTS & CONSIDERATIONS

#### Logistics:

- Do new employees have all the hardware and software they need?
- Have they been introduced to key stakeholders?
- What does their training look like?

#### Organizational Expectations:

- How are you communicating standards of professionalism, communication, etc.?
- What are non-negotiables, and where are there opportunities for influence?
- Do they know what they will be assessed on after 30, 60, & 90 days?

#### Teaming:

- As a new person onboards with a team, have you assigned them a mentor? Or peer-to-peer support?
- Do they know their place on the team?
- How do they feel included as a vital member of the team?

Effective  
onboarding  
requires an  
integration  
plan

#### ONBOARDING TIP:

Setting up all employees for success requires being intentional about integrating them into the culture.

Employees are 3.4 times more likely to strongly agree to an exceptional onboarding process when their managers take an active role (Gallup, 2019).

# Phases at a Glance

## Incorporating Inclusive Practices

### 03 DEVELOP & ENGAGE KEY ELEMENTS & CONSIDERATIONS

#### **Train:**

- What does someone need to be more successful?
- Do they have a desire to advance vs to be stretched?
- Who drives the training needs? Employee or employer?

#### **Acknowledge:**

- How are you showing your employees are valued?
- Is your employee recognition done publicly or directly to the person?

#### **Reward:**

- Are you rewarding employees who have done an exemplary job?
- Are your rewards solely financial? Or do they include other benefits such as extra time off?

#### **Pulse:**

- Are you pulsing your team on a regular basis?
- How often do you go on listening tours with your team?
- How have you adjusted for individual check-ins in a hybrid work environment?

Invest in  
your  
employees  
and show  
them they are  
valued

#### **DEVELOPMENT TIP:**

A great hiring question to understand how you can develop an individual in the future would be:

"What do you want to learn more about?"

Maybe it's a skillset, a program, a role, etc. If hired, keep their answer in mind for future development opportunities.

# Phases at a Glance

## Incorporating Inclusive Practices

### 04 RECALIBRATE & RETAIN KEY ELEMENTS & CONSIDERATIONS

#### Life Events:

- What life events are your employees experiencing?
- Based on each person's recent life events, what motivates them?
- How often are you engaging in conversations about what currently motivates your team?

#### Generational Influences:

- How do advancement expectations differ between younger and older generations?
- How are you setting expectations?
- How do needs and motivations change based on generational differences?

#### Stretch Assignments:

- Are employees interested in being stretched beyond their current role?
- Are you asking them what they are interested in learning next?

#### Upward Mobility:

- Are you intentional about looking at your whole team for promotions or advancements?
- Do the people who don't usually raise their hands have skills that have gone unnoticed?
- Who are the people you keep hearing about from others?

#### UPWARD MOBILITY TIP:

Not every culture is socialized to be aggressive about getting a promotion. Pay attention to cultural differences and how different people express interest in advancement. You may have to dig a little deeper to uncover interests and skillsets.

Each  
individual  
has  
unique  
motivations



# Phases at a Glance

## Incorporating Inclusive Practices

### 05 TRANSITION

#### KEY ELEMENTS & CONSIDERATIONS

##### Offboarding:

- Is it a positive or negative transition?
- Will the person leaving help with the transition, or will you need to have a successor lined up?

##### Projects Review:

- What will you need from that person to successfully transition their projects?
- Who can you delegate projects to until you have successfully onboarded a new hire?

##### Exit Interview:

- What can you learn about areas for improvement?
- Are there themes that come through in exit interviews that should be addressed?
- Do you seek honest feedback?

##### Rehire or Consolidate Position:

- Will you rehire someone in their place or dissolve their duties?
- How can you ensure everything gets accounted for?

Employees who are leaving still have the power to influence your reputation

#### TRANSITION TIP:

Create a thoughtful transition plan so those picking up the duties (whether a successor, or different roles) don't have to start from scratch. Obtain necessary documents and set up any important meetings to help smooth the transition.

# Working With Pagel Solutions

## Our Process

### FIRST STEP: UNDERSTANDING YOUR CURRENT STATE

- From our first meeting, we will get a better understanding of your current state, where are you now? What are your pain points? We will also do a preliminary review of your future state. What does success look like?

### SECOND STEP: DATA MINING

- This is longest step in the process.
- We will walk you through a check list of qualitative and quantitative data points that will help us understand your baseline based on our conversations.
- We will review, analyze the data, and provide recommendations based on how we understand your priorities. This will be a useful guide to help you and your team move towards your future state goals.
- Along the way, we will reach out with any updates

### THIRD STEP: RECOMMENDATIONS & ROADMAP DEVELOPMENT

- We will set-up a meeting, roughly 3 hours (depending on data and priorities) to review the data analysis & recommendations.
- Based on your input, we may need to iterate some of the recommendations.
- We will develop a roadmap to set you up for success and review it at our final meeting
- If you would like Pagel Solutions to partner with you and facilitate your plan going forward, this will part of a Phase II Process. If not, it was great working with you!

# Working With Pagel Solutions

## Offerings for Creating Inclusive & Scalable Solutions

### PLAN DEVELOPMENT

We will customize your plan needs across one or more of the 5 phases of the employee life cycle.

- **Diversity Recruitment Plan** - to meet your recruitment needs
- **Integration Plan** - to enhance your employees onboarding experience
- **Engagement Plan** - to develop and engage employees
- **Retention Plan** - to address life events and generational influences impacting your employees
- **Transition Plan** - to address the exit process and succession planning

### TRAINING & ASYNCHRONOUS CURRICULUM DEVELOPMENT

We provide virtual and in-person training, and scalable asynchronous learning modules to meet your employee's needs. Customized training topics are related to inclusive practices.

#### Sample Topics:

Strategies on Creating an Inclusive Culture: From Bias to Allyship  
Inclusive Leadership: 3-part Series  
Mental Health Wellness in the Workplace

# Working With Pagel Solutions

## Offerings for Creating Inclusive & Scalable Solutions

### INCLUSIVE LEADERSHIP COACHING

We provide 1:1 inclusive leadership coaching using best practices. Most coaching is provided virtually with some in-person coaching options available depending on the location.

### TEAM DEVELOPMENT

We work with teams to assist in building a sense of cohesion. This takes place either in-person or virtually in a retreat like atmosphere.

### SPECIALTY SERVICE: STRATEGIC PLANNING

Please contact [hasse@pagel-solutions.com](mailto:hasse@pagel-solutions.com) for inquires regarding our specialty service.

# Let's Get Started!

If you're interested in our consultation services and developing an employee lifecycle strategy for your organization, please fill out the form link below so that we can schedule a call to chat.

We look forward to hearing about your organizational needs and how we can help support you on your journey to creating an inclusive employee experience.

[FILL OUT THE FORM](#)

*Hasse*

Additional company information can be found  
by scanning the following QR code.

