

How Meraki Can Help Meet Your Goals



UNDERSTANDING YOUR COMPANY



EMPLOYER BRANDING

EMPLOYEE VALUE PROPOSITION

COMPANY VALUES

EMPLOYEE COMMUNICATIONS

COMPANY CAREER PAGE

HOW MERAKI CAN HELP YOU



COMPANY CULTURE



CORE VALUES



TALENT ACQUISITION PITCH



COMPANY REPUTATION



EMPLOYEE EXPERIENCE



SOCIAL MEDIA



COMMITMENT TO YOUR BRAND



OVERALL EMPLOYEE COMMUNICATION PLAN



COMMUNICATION GUIDELINES THAT IMPACT THE CULTURE



PEOPLE PULSE



CHANGE MANAGEMENT COMMUNICATIONS



BLUEPRINT & CONTENT FOR CAREER PAGE

IDENTIFY RECRUITMENT NEEDS



HEADCOUNT PLANNING

RECRUITER WORKLOAD CAPACITY

MARKET SUPPLY & DEMAND

WORKFORCE PLANNING

JOB DESCRIPTIONS / JOB POSTINGS

HOW MERAKI CAN HELP YOU



HEADCOUNT PLANNING
PROCESS & WORKSHEET



RECRUITER WORKLOAD
CAPACITY WORKBOOK



LABOR MARKET SUPPLY
AND DEMAND PROCESS &
WORKBOOK



WORKFORCE PLANNING
PROCESS & WORKBOOK



JOB DESCRIPTION GUIDE &
TEMPLATE



JOB POSTING GUIDE &
TEMPLATE

CANDIDATE POOL DEVELOPED



SOURCING BEST PRACTICES

SOCIAL MEDIA

THIRD PARTY BRANDING SITES

JOB POSTING SITES

DEI & B

WORKING WITH AGENCIES

EMPLOYEE REFERRAL PROGRAM

RECRUITER INTAKE MEETINGS & SLA

HOW MERAKI CAN HELP YOU



STRATEGIC SOURCING TRAINING



SOCIAL MEDIA STRATEGY



JOB POSTING STRATEGY



THIRD PARTY BRANDING SITE PARTNERSHIPS



DIVERSITY, EQUITY, INCLUSION & BELONGING STRATEGY



EMPLOYEE REFERRAL PROGRAM



AGENCY PROCESS & TOOLS



SERVICE LEVEL AGREEMENTS



RECRUITER INTAKE MEETING AGENDA & PROCESS

CANDIDATES SCREENED & INTERVIEWED



RECRUITER SCREENS

CANDIDATE EXPERIENCE

HIRING MANAGER EXPERIENCE

INTERVIEW AGENDA & PLANNING

IDENTIFY COMPETENCIES

HOW MERAKI CAN HELP YOU



**ESTABLISH RECRUITER
SCREEN & PROCESS**



**MAP CANDIDATE JOURNEY
AND IMPORTANT
TOUCHPOINTS**



**MAP HIRING MANAGER
JOURNEY AND IMPORTANT
TOUCHPOINTS**



**CREATE INTERVIEW AGENDA
& PLANNING WORKFLOW &
TOOLS**



**IDENTIFY COMPETENCIES
ALIGNED TO COMPANY
VALUES**



**LEAD COMPETENCY
DISCUSSIONS WITH LEADERS**

INTERVIEW & SELECTION



HOW MERAKI CAN HELP YOU



TRAINING ON INTERVIEWING BASICS



COMPETENCY BEHAVIORAL INTERVIEW TRAINING



ESTABLISH EXPECTATIONS ON INTERVIEW NOTES



DEFINE PROCESS FOR FINAL CANDIDATE SELECTION



ROUNDTABLE DISCUSSION PROCESS



IMPLEMENT THE LITTLE THINGS

INTERVIEW FOUNDATION

COMPETENCY BEHAVIORAL INTERVIEWING

INTERVIEW NOTES

ROUNDTABLE DISCUSSIONS

FINAL CANDIDATE SELECTION

THE LITTLE THINGS = BIG RETURN

CANDIDATE OFFER EXPERIENCE



COMPENSATION

OFFER REVIEW AND APPROVALS

VERBAL OFFER DETAILS

OFFER LETTERS

CANDIDATE ACCEPTANCE

HOW MERAKI CAN HELP YOU



CREATE COMPENSATION PHILOSOPHY



OFFER LETTER TEMPLATES & PROCESS



OFFER DETAILS & APPROVAL PROCESS



NEXT STEPS AFTER ACCEPTANCE



VERBAL OFFER TALKING POINTS & PROCESS



COMPANY INFORMATION FOR CANDIDATES

NEW HIRE PREP & ONBOARDING



BACKGROUND CHECK PROCESSES

NEW HIRE EXPERIENCE & PAPERWORK

NEW HIRE PROFILE ESTABLISHED

HIRING MANAGER ONBOARDING PLAN

DAY ONE AGENDA

TRAINING OUTLINE

30-60-90 DAY PULSE CHECKS

HOW MERAKI CAN HELP YOU



ESTABLISH BACKGROUND CHECK PARTNERS, PROCESS, & ADJUDICATION



NEW HIRE ONBOARDING AND TRAINING



GUIDANCE ON PRIOR TO DAY ONE ACTIONS



NEW HIRE'S DAY ONE EXPECTATIONS



DETERMINE NEW HIRE PAPERWORK



CREATE 30-60-90 DAY PULSE CHECK PROCESS

HR/TA TECH STACK



HRIS

APPLICANT TRACKING SYSTEM

AI

COMPENSATION TOOLS

METRICS AND ANALYTICS

SOURCING TOOLS

HOW MERAKI CAN HELP YOU



Technology Assessment Report



Metrics and Analytics Report (KPIs)



Sourcing Strategy Enhancement



HR Tech Roadmap



Gap Analysis



ROI Analysis



Vendor Selection Guidance



Recommendation for AI Implementation



Integration Recommendations