

Maxxia / Ignite Global EX Framework

“Employee Experience is the lens through which to view every interaction a current, future or past employee has with you or with your organisation.”

Five pillars of Employee Experience

<i>I feel excited</i>	<i>I feel valued and included</i>	<i>I feel secure and inspired</i>	<i>I feel that I am learning and making a difference</i>	<i>I feel grateful</i>
RECRUIT <i>Attract top talent</i>	ENGAGE <i>Build connection</i>	LEAD <i>Inspire & motivate</i>	DEVELOP <i>Grow & Retain</i>	EXIT <i>Show support</i>
<ul style="list-style-type: none"> • How do you shape your roles? • How do you shape your workforce? • How do you source your candidates? • How do you interview and select your candidates? • How do you onboard new hires? • How do you attract with pay and benefits? 	<ul style="list-style-type: none"> • Who are you as an organisation? What is your purpose/values? How do you help your staff feel like they contribute to that purpose? How do you bring your values to life? • How do you recognise your staff? • How do you listen to your staff? • How do you build community? • How do you make their lives easier? 	<ul style="list-style-type: none"> • How does your staff experience you/their manager? • How do you inspire your staff? • How do you ensure your staff is able to do their best work and love doing it? • How transparent are you in your communication with staff? • How do you encourage your staff to bring their whole selves to work? 	<ul style="list-style-type: none"> • How do you develop your staff? • How do you align the needs of your organisation with the needs of their career? • How do you help them innovate and grow? • How do you reward your staff? 	<ul style="list-style-type: none"> • How do you say goodbye? • How do you keep in touch?



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