



Preferred Employer Program (PEP) Overview and Benefits

Purpose

To help organizations link cultural, performance, and strategic imperatives to achieve sustainable growth.

Method

The PEP program involves a customized process of assessment; application of resources, and ongoing support to support organizational performance. Two key advantages of the PEP process are: emphasis on both HR strategy and business strategy; and, a dramatic increase in the effectiveness of organizational change efforts.

Resources and Certification

PEP resources are customized and applied on an as-needed basis to support positive change and sustainable growth. *Certification of Preferred Employer Status* is achieved by completing the PEP process and maintaining improvement through semi-annual assessments.

Benefits

- Lower turnover
- Higher morale
- Cohesive senior management
- Greater Board support
- Development of integrity-based culture
- Adoption of mission and cultural imperatives
- Acceleration of performance
- Increased idea flow and innovation
- Improved decision-making processes
- Promotion of respect and civility in the workplace
- Increased customer loyalty and satisfaction
- Greater productivity
- Holistic team building approach

Follow up

Specific follow-up processes are recommended to identify and reinforce positive change. In addition, a secured, confidential link is available for staff and employees to provide feedback in support of continuous improvement.

Guarantee

Client satisfaction with the PEP program and resources is guaranteed