

Organizational Readiness Checklist:

Check your readiness

Whatever your Impact Employer maturity level may be, it's critical to understand your organization's capability to take the next steps.

By assessing your organization using the criteria in this list, you'll know whether your company has the capacity, cultural competency, and commitment to advancing on your journey.

Vision:

Project owners and champions have defined a talent management vision.
The scope, outcomes, and objectives are precisely defined and well documented.

Organizational Buy-In:

Stakeholders and decision makers have a strong understanding of the case for equitable talent practices and champion them across the organization. Staff at all levels of the organization are bought into these practices and contribute to a culture of inclusion.

Dedicated Capacity:

Project owners and champions have dedicated and sufficient staffing, time, accountability structures, and funding to advance equitable talent management strategies.

Implementation Strategy:

Project owners and champions have articulated a compelling, data-centered implementation strategy that clearly defines how the organization will scale improved practices across the entire company and throughout the entire talent life cycle.