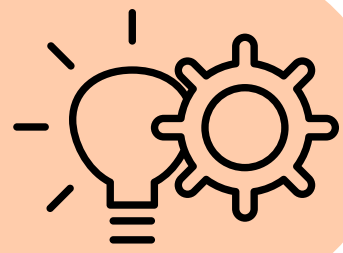# 'PAY IS LESS IMPORTANT! FLEXIBILITY, MEANINGFUL WORK, RELIABLE & SUPPORTIVE COLLEAGUES AND HEALTH AND WELL-BEING VALUED IN EVP' *McKinsey Finds*

1. COMMUNICATE

The vision and people strategy should have consistency at all levels and layers
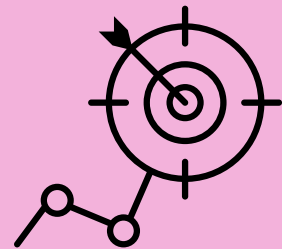
2. BELIEF

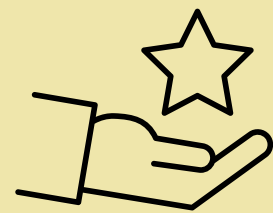Believe more is possible, give space and keep focussed avoiding withholding information

3. EARN TRUST

Gain trust with transparency and be approachable with a fallback plan

4. CELEBRATE WINS

Recognise and communicate strengths, acknowledge good work and give feedback constructively
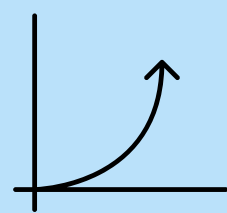
5. BE SPECIFIC

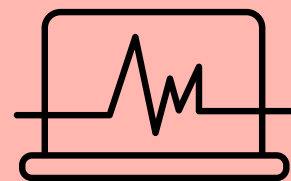Fostering a supportive work environment, focus on the things that matter

6. PATHWAYS

Establish clear development goals empathetically for every stage and routinely review them in mentoring sessions

7. PERSONALISE

Learning and development promoting self-reflection, self-organisation and build pathways capitalising on strengths
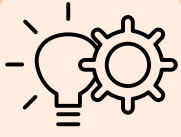
8. DELIVER

Go beyond words and promises with systemised processes and use tech to track and honour milestones reached

AGI DELIVERY FOR EACH

01.
Communicate

Goals at strategic and operational levels with narratives and clear goal posts

Plans for goals in forward looking optimistic terms with solid self reflection
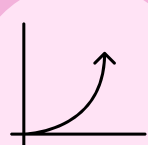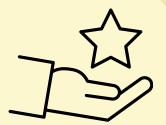
02.
Belief

03.
Earn Trust

In model and insights by opening up and making any black boxes as transparent as possible

Identifies both strengths and weaknesses and celebrates wins indt and kudos point terms
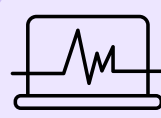
04.
Celebrate

05.
Be specific

Focuses on the things and measures that matter with minimal admn and reporting burdens

Builds short and longer term development pathways with humans-in-the-loop throughout

06.
Pathways

07.
Personalise

Recognises individual nuances, orientation and growth pathway velocity as well as other player characteristics

Understands how client and employee relationships are inextricably tied within a closed loop management system

08.
Causality

09.
Predictions

An expert system extending beyond surface level pattern recognition that applies neuro symbolic AI for simulations-prediction

Understands what worked, what good looks like and monitors gaps closed between current & future states

10.
Deliver