Welcome!

→ Thank you for joining us!

→ We're here to answer your questions! Please submit on the Q&A tab.

→ If you would like to learn more about services available from Lattice's Advisory Services, press the "Contact LAS" button on the top right of your screen.

→ There are some great articles and ebooks in the "Docs" tab — check them out! (These will also be sent to you in a follow-up email.)

→ This session is being recorded and you'll receive the recording via email after the event.

Lattice Advisory Services

Your People Strategy Guides.

LAS helps People Team leaders identify and execute on the people strategies that fit their unique needs — strategies that create value for their companies and meaning for their employees.

➔ Methodology exploration and recommendations
➔ Best practices across people programs
➔ Aligning systems and processes to strategy
➔ Paid services available across practice areas

Offering consultation and services in:

- People program strategy
- Compensation
- Employee development
- Engagement
- OKRs & Goals
- Performance management
- And more!

Roots   WORKRAMP   BOMBAS   Calm

Lattice Advisory Services
People Success in Practice

Our Approach: Build your program alongside an expert

01

Guidance

We provide education, coaching, and insight, tailored to your company size and stage.

02

Enablement

We bring resources, tools, and templates to enable you at all program development stages: from building buy-in through to successful launch.

03

Partnership

We believe that the best programs are fully contexted. We partner with your team to design a program that aligns to your org's values, culture, and operating model.

Building a Performance and Feedback Program

Create a culture of feedback for teams, employees, and managers that balances growth and performance feedback beyond the review cycle

➔ Develop program goals, set the right cadence, create a launch/communications plan, and more

➔ Ensure your program centers employee growth and and is aligned to your organization's values

➔ Sessions in this package include:

◆ Strategy and Philosophy Workshop

◆ Off-cycle and Review Template Design Workshop

◆ Program Roll-out and Change Management Workshop

Building A Career Progression Program

Center career development and employee growth by customizing and implementing career tracks, job levels, competencies, and more.

➜ **Establish a career progression philosophy that aligns with your wider people programs and strategy**

➜ **Customize and roll-out high-quality career tracks by identifying the critical responsibilities and skills that underpin success at each level**

➜ **Modules in this package include:**

- ◆ Strategy and Program Planning Module
- ◆ Competency and Framework Customization Module
- ◆ Change Management and Program Roll-out Module

Building a Listening Program

Design a listening program that delivers key insights along your employee journey

➔ **Set survey goals, build the right program cadence, create a launch/communications plan, and more**

➔ **Ensure your strategy is well-defined and aligned to your strategic objectives**

➔ **Modules in this package include:**

◆ Strategy and Program Planning Module

◆ Question & Theme Customization Module

◆ Communication and Reporting Module

Building your OKR Program

Learn how to adapt and successfully roll out the OKR methodology at your company.

➜ **Ensure that OKRs are adopted and engaged with organization-wide**

➜ **Trainings in this package include:**
- ◆ Process Design Workshop
- ◆ Executive Leadership OKR Workshop
- ◆ Train the Trainer

➜ **Customized Deliverables include:**
- ◆ Change Management Plan
- ◆ Company Launch Communication Plan
- ◆ Customized Training Materials

OKR Champ Camp (Dedicated)

Equip your leaders to support the ongoing success of your OKR program

➔ **This training includes**
   ◆ 3 live interactive zoom sessions
   ◆ Maximizing your OKR Process
   ◆ Writing OKRs by Level
   ◆ Workshopping your OKR

➔ **Details for access:**
   ◆ Customer may purchase a dedicated Champ Camp to train 10-20 internal Champions

OKR Champ Camp (Multi-Org)

Equip OKR Program Managers or Lattice Admins to design and implement a top-tier OKR process

➔ **This training program includes:**
- ◆ **4 live interactive zoom sessions**
  - Writing OKRs by Level
  - Coaching Teams to Set and Review OKRs
  - Designing your OKR Process
  - Managing with Checklists
- ◆ **Two take-home learning assignments with customized feedback**

Building your Compensation Program

Develop people–centered compensation strategies that scale as you grow

➔ **Enable a pay-for-performance compensation philosophy while maintaining competitiveness in a fast moving market**

➔ **Drive towards pay equity and embrace transparency**

➔ **Elements of this package can include:**

◆ Compensation philosophy design

◆ Competitiveness analysis

◆ Pay bands and salary band design

◆ Variable compensation (bonus) design

◆ Compensation cycle process design and rollout

◆ Transparency assessment and training

◆ Communication services, including HRBP/manager training

Thank you!