

5 Essential People Processes

Every growing organisation needs.

You don't need a complicated system or a big HR team. These five processes ensure a positive people experience at every stage.

People practices should be simple, engaging and impactful.

When your core people processes are clear and consistent, your people feel supported and your organisation can grow with confidence.



1

Recruitment

Ensure a great experience from the start.

Why it matters:

The right hire saves time, boosts team capability and strengthens culture.

Key Elements:

- Clear role responsibilities
- Consistent, inclusive process
- Focus on values and potential
- Great candidate experience



2

Onboarding

Set new starters up to thrive.

Why it matters:

Strong onboarding improves engagement and ensures early performance.

Key Elements:

- Pre-arrival communication
- First day/week plan
- 30/60/90 day goals
- Regular check-ins & support



3

Performance

Clarity helps people focus their efforts.

Why it matters:

Goal-setting & regular feedback keeps people motivated and moving in the right direction.

Key Elements:

- Clear goals & expectations
- Regular 1-on-1 check-ins
- Constructive feedback
- Early intervention



4

Recognition

Recognise the work, reinforce the culture.

Why it matters:

People who feel appreciated are more motivated and likely to stay.

Key Elements:

- Timely & genuine recognition
- Celebrate wins (big & small)
- Peer-to-peer recognition
- Aligned to your values



5

Development

Invest in growth, build your future.

Why it matters:

People stay where they can continuously learn and see a future for themselves.

Key Elements:

- Development conversations
- Learning opportunities
- New & stretch experiences
- Clear pathways & support

