



**Open-i  
Advisors**

# EMPLOYEE LIFE CYCLE MANAGEMENT

Open-i Advisors knows that at the heart of a successful company are its people. We also know that staffing is a huge investment, and seeing a return on that investment is crucial. We aid companies in their hiring, onboarding and employee management activities to make sure the right employees are joining the company, engaging quickly, staying motivated and delivering their best work.

We evaluate each client's specific needs and customize a project that combines expert analysis with key deliverables. Below are some examples of the types of activities an engagement includes:

## Job Descriptions

Creation of a job description template that all hiring managers can use for documenting the roles and responsibilities of their current staff and staff they wish to add. The job descriptions will reflect the company's core values, and be written in a way that they can easily be turned into job ads for recruiting purposes.

## Hiring

Evaluation of current interviewing and candidate evaluation process; this includes documentation of interviewing best practices and procedures.

## Employment Offers

Evaluation of current job offer processes, with a goal of creating reproducible procedures for communication and documentation during the hiring process.

## Employee Onboarding

Review of both HR and departmental on-boarding practices for efficiency and consistency.

## Performance Appraisal Analysis

Evaluation of current employee appraisal system for effectiveness, consistency and liability. Identifying key metrics for measuring employee success.


## About Us

Open-i Advisors helps businesses make smarter decisions through consulting engagements that help organizations navigate their best path to growth. Whether your organization seeks to navigate from old markets to new ones, or simply maximize its success in the Internet infrastructure market, Open-i Advisors can help.


*Put our industry experience to work for you.*

## Contact Us

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