StratEX
By Dr Kalifa Oliver

10 Critical Elements for a Successful and Sustainable EX Strategy

HR Data Infrastructure Readiness

A strong EX strategy requires accurate, integrated, and accessible people data. Without it, organizations can't personalize experiences or measure impact effectively.

Organizational Culture Readiness

Culture is the daily employee experience. If the culture doesn't support trust, inclusion, and transparency, no EX strategy will stick.

Change Management Readiness

EX transformation demands shifts in mindsets and behaviors. Organizations must be able to lead and sustain change to drive meaningful EX outcomes.

Policy Readiness

Policies shape how employees experience the organization. If they aren't aligned with EX goals (fairness, flexibility, wellbeing), trust and engagement will suffer.

HR Tech Readiness

Modern EX depends on seamless digital experiences. Outdated HR technology will block scale, personalization, and efficiency in EX delivery.

Leader Readiness

Leaders shape the employee experience every day. Their readiness to model desired behaviors and own EX outcomes is critical to strategy success.

Process Readiness

Employee-facing processes must be clear, efficient, and aligned to EX goals. Broken or inconsistent processes create friction and disengagement.

Pipeline Readiness (Talent Attraction)

The employee experience starts during talent attraction. If EVP and attraction experiences aren't aligned, organizations risk losing trust before day one.

Skills Readiness

EX is a strategic capability. Organizations need professionals with the skills to design, measure, and evolve EX or efforts will remain surface-level.

Development Readiness

Career growth is central to EX. Without strong learning and development opportunities, organizations struggle to retain and engage top talent.

Ready to get started? Take the **StratEX Readiness Assessment©** Today!

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