Objective	Buy	Build	Borrow	Bridge
Employee Retention and ---Upskilling	Offer competitive salaries and benefits to attract and retain top talent. Provide ongoing training and development opportunities to upskill employees and increase retention Implement mentorship programs to facilitate knowledge transfer and skill development	Create career paths and development plans for employees to encourage growth within the company Promote from within to demonstrate opportunities for advancement Foster a culture of continuous learning and development	Utilize contract workers or temporary staff to fill short-term talent gaps Partner with external training providers or consultants to bring in specialized expertise Utilize gig economy workers for project-based work	Implement phased retirement programs to retain the knowledge and expertise of older employees Create opportunities for flexible work arrangements to accommodate employees' changing needs Provide options for part-time or job-sharing arrangements to retain valuable employees while meeting business needs
Employee Experience	Foster a positive and inclusive workplace culture to increase employee satisfaction and engagement Implement employee feedback mechanisms to address concerns and improve the overall employee experience Create opportunities for team building and collaboration to improve employee relationships	Provide flexible work arrangements to improve work-life balance Offer health and wellness programs to promote employee well-being Recognize and reward employees for their contributions and achievements	Bring in external speakers or trainers to provide new perspectives and ideas Host innovation workshops or hackathons to encourage creative thinking and problem-solving Provide opportunities for employees to attend conferences or industry events to stay up-to-date on trends and best practices	Create cross-functional teams or project groups to encourage collaboration and knowledge-sharing Foster mentorship and coaching relationships between employees to share knowledge and expertise

	and productivity			
Innovation	Develop an innovation strategy to identify and pursue new business opportunities Create a culture of experimentation and risk-taking to encourage innovation and creativity Allocate resources for research and development to foster innovation	Hire employees with diverse backgrounds and experiences to bring new perspectives and ideas to the team Encourage employees to share their ideas and suggestions for improvement Provide training and resources to support innovation and creativity	Partner with external organizations or consultants to bring in specialized expertise and knowledge Utilize innovation frameworks or methodologies to support innovation initiatives Provide resources and tools to support innovation and experimentation	Create cross-functional teams or project groups to encourage collaboration and knowledge-sharing Foster mentorship and coaching relationships between employees to share knowledge and expertise
Organizational Design	Review and update the organizational structure to ensure it aligns with business goals and objectives Create clear job descriptions and performance expectations to improve employee understanding of their roles and responsibilities Develop a succession plan to ensure continuity and sustainability of key positions	Create career paths and development plans for employees to encourage growth within the company Promote from within to demonstrate opportunities for advancement Foster a culture of continuous learning and development	Utilize contract workers or temporary staff to fill short-term talent gaps Partner with external training providers or consultants to bring in specialized expertise Utilize gig economy workers for project-based work	Implement phased retirement programs to retain the knowledge and expertise of older employees Create opportunities for flexible work arrangements to accommodate employees' changing needs Provide options for part-time or job-sharing arrangements to retain valuable employees while meeting business needs