

90-Day Implementation Timeline

Week 1-2

- Launch employee survey
- Begin tech vendor evaluation
- Start performance review template updates
- Initial DEI planning meetings

Week 5-6

- Roll out new performance review process
- Launch pilot upskilling program
- Implement recognition platform
- Begin DEI training sessions

Week 9-10

- Gather initial feedback
- Make program adjustments
- Complete tech integration
- Scale successful pilots



Week 3-4

- Finalize program designs
- Select technology vendors
- Begin coaching program setup
- Launch first ERG initiatives

Week 7-8

- Start coaching programs
- Deploy initial tech solutions
- Launch wellness initiatives
- First ERG events

Week 11-12

- First round of measurements
- Program optimization
- Full launch of remaining initiatives
- Begin ROI tracking