

12-Month Workforce Strategy Map for Senior Living Leaders

Phase 1: Assess (Months 1-3)

WHAT LEADERS SHOULD FOCUS ON:

- Identify turnover patterns
- Evaluate role clarity across teams
- Review leadership alignment
- Understand current hiring gaps

KEY QUESTION:

Where is our workforce breaking down today?

Phase 2: Align (Months 4-6)

- Define clear expectations for roles
- Align leadership across departments
- Identify critical roles vs reactive hires
- Standardize hiring criteria

KEY QUESTION:

Are we aligned on what success looks like?

Phase 3: Stabilize (Months 7-9)

- Focus on retention over hiring volume
- Improve onboarding consistency
- Address leadership gaps
- Reduce dependency on constant backfilling

KEY QUESTION:

Are we building consistency across teams?

Phase 4: Scale (Months 10-12)

- Plan workforce needs ahead of demand
- Build long-term hiring pipelines
- Develop leaders within your organization
- Prepare for next year's growth

KEY QUESTION:

Are we planning ahead or reacting again?

Most organizations do not need more activity.
THEY NEED A CLEARER PLAN.



**Schedule a Workforce
Strategy Conversation**

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