ENTERPRISE PROJECT
GUIDING PRINCIPLES

BE FORWARD THINKING
and adapt to the iterative nature of implementing new technology.

Adopt streamlined, simplified,
INDUSTRY-LEADING BUSINESS PRACTICES.

Foster an environment of
COLLABORATION AND TRANSPARENCY.

Proactively engage the university community through
CHANGE MANAGEMENT AND COMMUNICATION.
The employee experience:

**ESTABLISH CONSISTENCY**
Ensure a consistent Ohio State experience in all aspects of the employee lifecycle.

**DRIVE ACCOUNTABILITY**
Be empowered to take ownership of the transactions and data for which they are responsible.

**ONE ACCESSIBLE SYSTEM**
Access one system designed to provide efficient tools and accurate cross-functional data to perform their job.

**SIMPLIFIED TRANSACTIONS**
Perform simplified transactions with the minimal number of touch points.

**APPROPRIATE TRANSPARENCY**
Understand the value proposition – including pay, role, rewards and recognition – and will understand through consistency where to go for information and resources and know what to expect.

**EFFECTIVE MANAGEMENT**
Have access to effective leadership that is proactive and readily available.

**CONSOLIDATED ONBOARDING**
Have a comprehensive onboarding experience prior to a unit specific orientation.

**VISIBLE CAREER PATHS**
Have access to advancement opportunities to progress along a clearly visible career path.

**PAY EQUITY**
Be rewarded appropriately based upon the needs of the organization and position that is equitable and competitive internally and externally.

The Ohio State University

enterprise-project.osu.edu