

Creating an HR Strategy



What are the current issues?

A. What is the strategy?

B. What capabilities need to be strengthened?

- Leadership
- Technical/Functional
- Operational

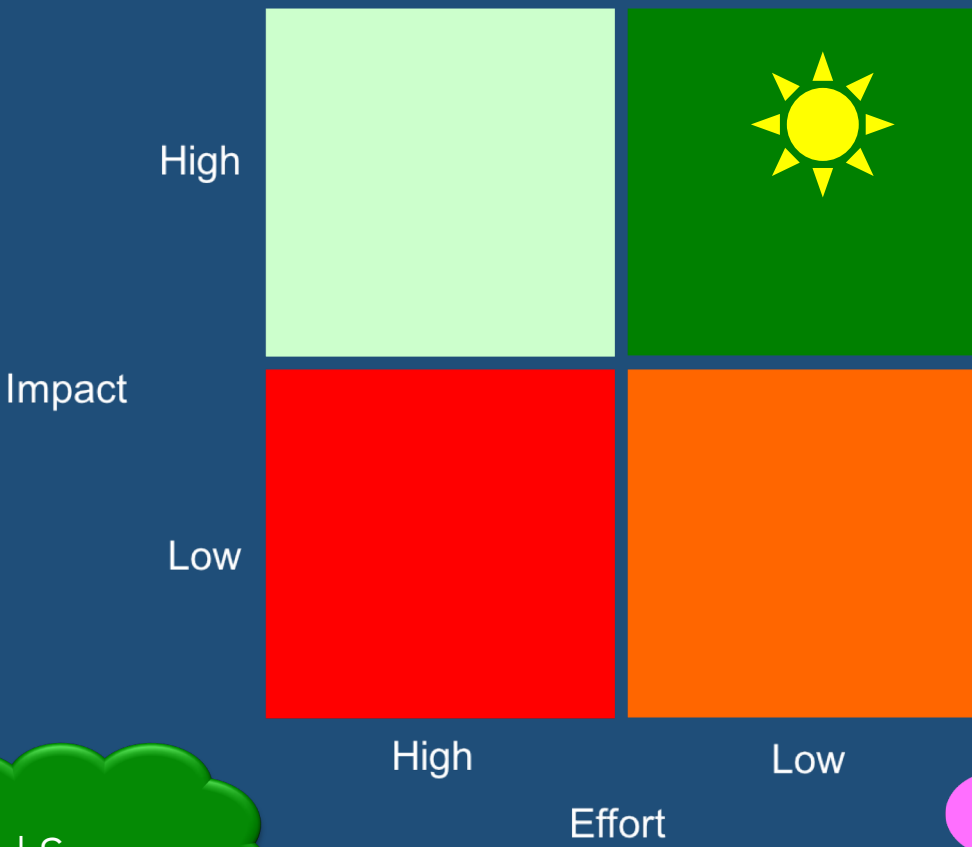
C. What is the required culture, to be successful?

Clever use of People Analytics

D. What is the gap with the current situation?

E. What are the priorities? What is the plan?

- Focus on most burning issues
- Preference for high impact/ low effort initiatives



HR Trend Scan (hrtrendinstitute.com)

Clever use of People Analytics



Recruitment/ Selection	Org Design	Workplace Design
Talent Development	Training/ Development	Staffing/ Succession Mgt
Performance Man	Compensation & Benefits	Internal communication
Work Experience	Do nothing

F. What capabilities and what organisation are needed in HR to implement the plan?

- Mission/ vision
- Roles & responsibilities
- External partners
- Program/ project mgt
- Agile working
- Communication
- Measurement
- People Analytics
- HRIS



G. Speed is important. Don't spend too much time on steps A-F. Start moving. Experiment. Measure. Adapt when necessary.



The HR (Human Resources) Trend Institute follows, detects and encourages trends. In the people and organization domain and in related areas. Where possible, the institute is also a trend setter.

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