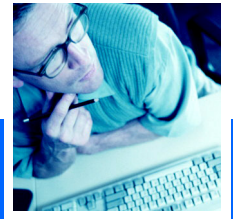


Does your human resource strategy fit your business?

By Debbie Percy



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Synopsis

Imagine knowing that your HR strategy is a set of thoughts and choices – about which way to go! Yes, we need to know it's aligned but, having a simple framework and understanding some of the questions to ask when writing your strategy should make it a joy and more fun! A 'home grown' framework is highly recommended to ensure a tight fit with your organization.

How to ...

How to review whether your HR strategy is aligned.

How to create a framework for HR alignment.

How to assess HR strategic capability.

Debbie Percy

A specialist consultant in corporate human resources with over 17 years work experience in the USA, the UK, Europe and the Far East. Knowledge of a variety of sectors - entertainment, retail, media and financial services. Business contexts have included acquisitive growth, start-up, internal reorganizations, rationalization and downsizing. She specializes in performance management, leadership development and performance coaching and commutes between her clients in the USA and Europe.

Introduction

First, ask yourself this question . . . Have you had fun writing your strategy? Or has it felt like hour upon hour of sitting alone in a darkened room suitable for growing mushrooms but not clarity of thought!

Then again, is the human resource strategy treated as a business strategy, or is it just focused on people processes and compliance? While processes and compliance are critical factors for managing a successful human resource department, the future of a business relies upon its ability to manage change, think and develop strategy. Such an agenda draws upon each employee's emotional as well as intellectual needs. Without the people part of the business being considered fully how could a business achieve its objectives?

The framework for strategy

Detailed below is an initial framework for developing a HR strategy that is aligned to the business. It considers a business's mission statement, goals, organizational capability, individual competencies and wider organizational implications, including the process and timings of business planning.