

“The Best Investment For Your Business – HR”

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Our Agenda

- Overview/Case Study
- Case Exercise
- Group Debrief
- Closing Thoughts and Takeaways

Learning Objective

To apply proven tactics in transformation, talent, trends and technology as an HR partner *to enable business leaders to achieve strategic business goals and objectives.*

Overview

- In 2015, Vanguard's Finance division undertook a strategic review of its procurement and sourcing function
- As the work turned from strategy to implementation, the business created an Organization Readiness team to support all people aspects of the change along a multi-year journey
- HR and Finance partnered to “embed” an HR professional as lead of the team

Our unique approach for HR support of business needs was applied across the “Four T’s of HR”:



Our lessons learned

- HR-experienced resource in the business was critical success factor
- Leaning on all facets of HR drove even higher “return on HR investment” in the business (employee relations, business partner, compensation, talent acquisition, training and development)
- Educating business leaders about HR “investments” paves the way for greater understanding and sustained value

Case Exercise

Discussion starters:

- With this case study in mind, how can you promote the investment of HR into the business?
- How might you creatively structure roles to invest HR into the business?
- Could you apply the four T's to a current business situation that requires HR support?
 - Transformation
 - Talent
 - Trends
 - Technology

Closing Thoughts

“Human Resources isn’t a thing we do. It’s the thing that runs our business.”

– Steve Wynn, Wynn Las Vegas