

HR Strategic Planning: Charting the Course of HR's Role in Your Organization

Ed Krow, SPHR, CCP, CHCM
Principal

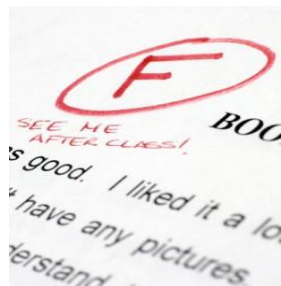


Topics to Be Covered

- Top 5 Reasons Plans Fail
- Linking HR to overall strategy
- What should be included in the HR Strategic Plan?
- Summary & Action Planning

Top 5 Reasons Plans Fail

1. Communications: some groups develop plans then hide them under a rock
2. Leadership: authority to act must be delegated at the same time responsibility is delegated
3. No Plan Behind the Idea: most great plans aren't, they're just nice high-level ideas



Top 5 Reasons Plans Fail

4. **Passive Management:** assuming that things will run themselves after we get them started
5. **Motivation & Personal Ownership:** people must understand how getting behind the company goals can support their personal goals



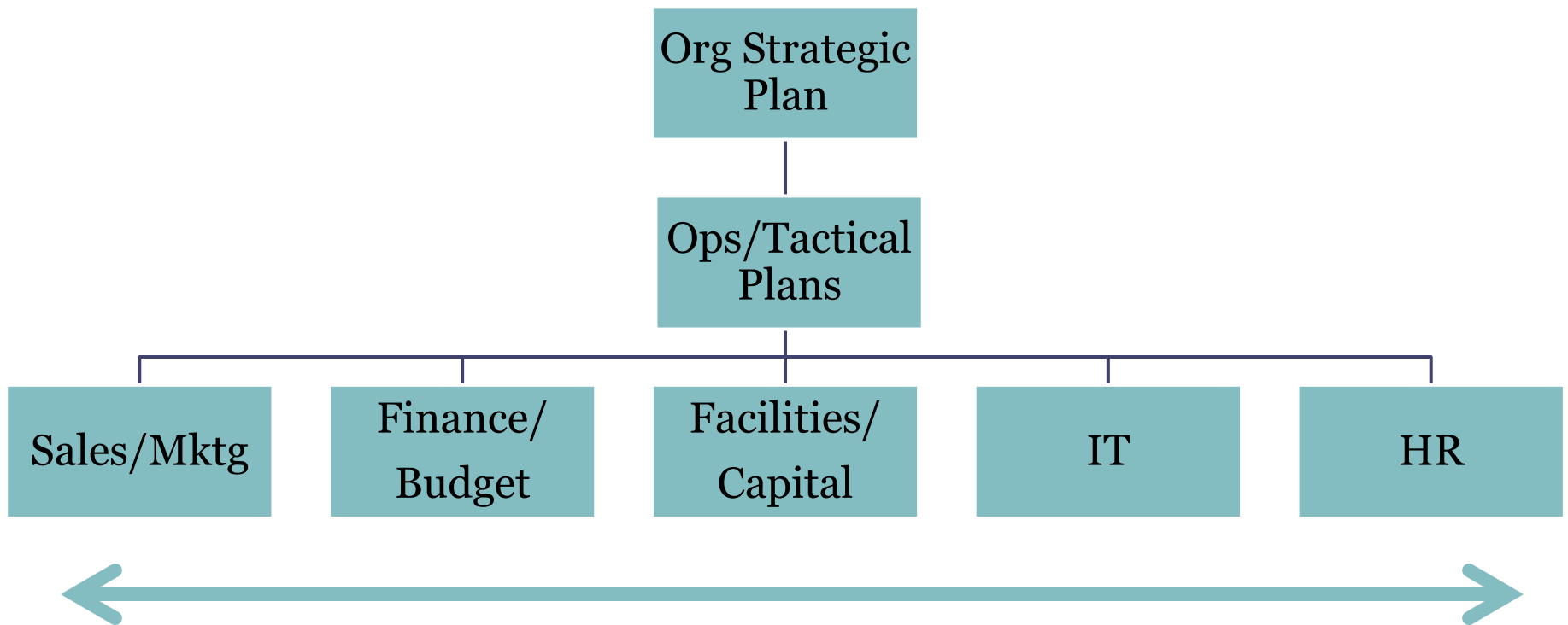
Our most important asset is????



What Does HR Contribute to Overall Strategic Plan?



Linking HR to overall strategy



Potential Results of Organization Strategic Plan that Impact HR

- Succession Plan Issues
- Organizational Design Changes
- Cultural Imperatives
- New Technology
- Facility Upgrades/Expansion/Consolidation
- New Products/Services
- Operational Process Changes

World at Work Model



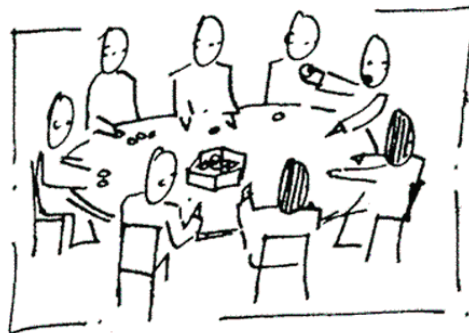
What Should be Included in HR's Strategic Plan?

- Recruiting Plan
- Employee Engagement/Communication
- Performance Management
- Training & Career Development
- Total Rewards
- Work-Life Fit
- Succession Plan
- Others?



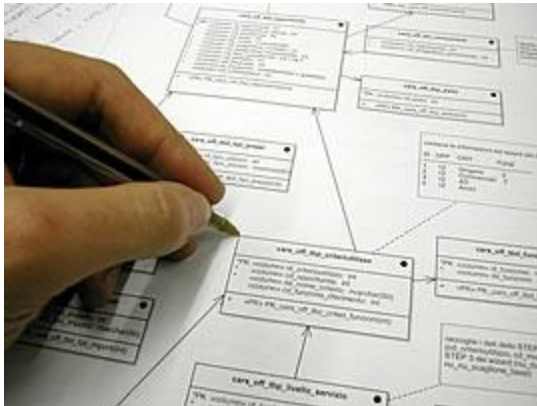
Table Discussion

- Where is your company currently?
- What input can you provide into the Strategic Plan?
- Given what you know about your current strategy, what do you need to do from an HR planning perspective?



Summary & Next Steps

- If not currently involved, make the case to be at the table.
- Review your organization's strategic plan.
- Develop your HR plan that will support the overall company plan.



Thank You!

For more information:
ekrow@implementationmg.com
www.EdKrow.com

