

Optimizing HR Strategy for Organizational Effectiveness: Setting the Table for Success

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It's all about linking HR strategy to the
organization's competitive advantage



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Future Trends Should Drive Strategy Considerations



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Think different.

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Talent Acquisition

Where, how, by whom work should be done

Workforce allocation strategy

- Employees
- Outsourced (non-core)
- Free agents
- Temporary

Hire for skill versus hire for fit

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Performance Management

Rethink how outcomes/accountability are determined

Moving to more objective measures and reputation metrics



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Total Rewards

Pay the person

Reward excellence

Individualize pay system



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Training and Development

Succession Planning

Buy vs. Build



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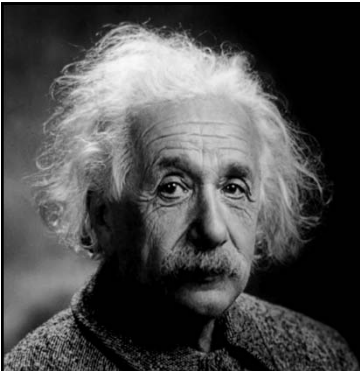
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Engagement

Engage all working for the organization
Build a more holistic model



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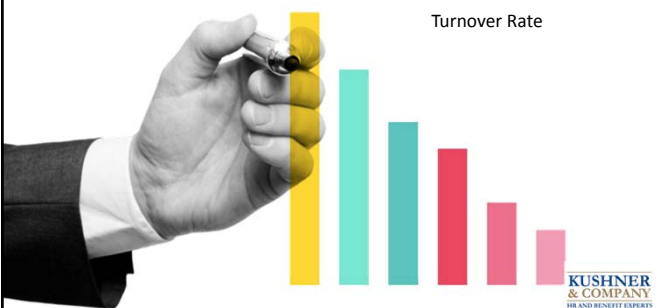
“Not everything that can be counted counts. And not everything that counts can be counted.”

Albert Einstein

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Metrics

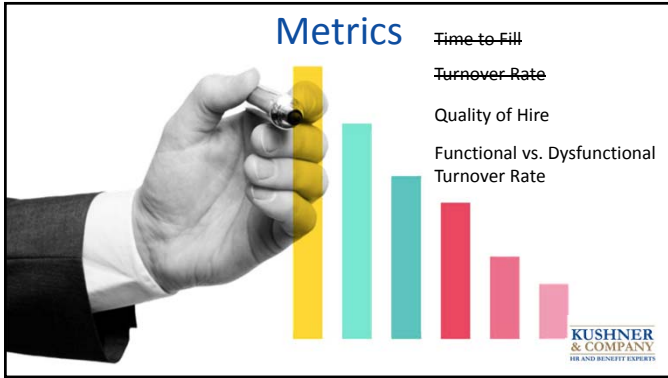
Time to Fill
Turnover Rate



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Where is Your Organization?

- Strategic
- Systems
- Operational/Compliance
- Transactional

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Elevate HR from a function to *the* business driver of organizational success

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