

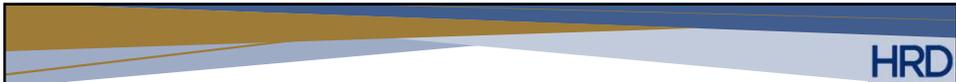
Does your Organization Walk the Talk?

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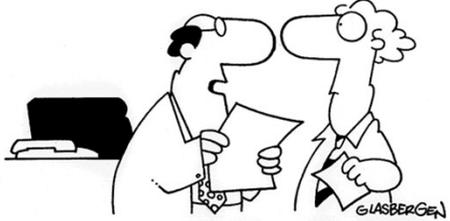


HRD

Does your organization walk the talk?

Doing what we say we'll do is a basic building block of trust and reliability. But for some companies, the way they define their corporate cultures and the way they act toward employees and customers may show a disconnect between words and action.

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"I want the public to think of us as 'The Company With A Heart'. But I want you to think of us as the company that will chew you up, spit you out and smear you into the carpet if you screw up."



Recognize cultural disconnects

When there is a disconnect between what you say your culture is and how your company treats its staff, your organization creates an atmosphere of disappointment and distrust among your work force.



Change for the better

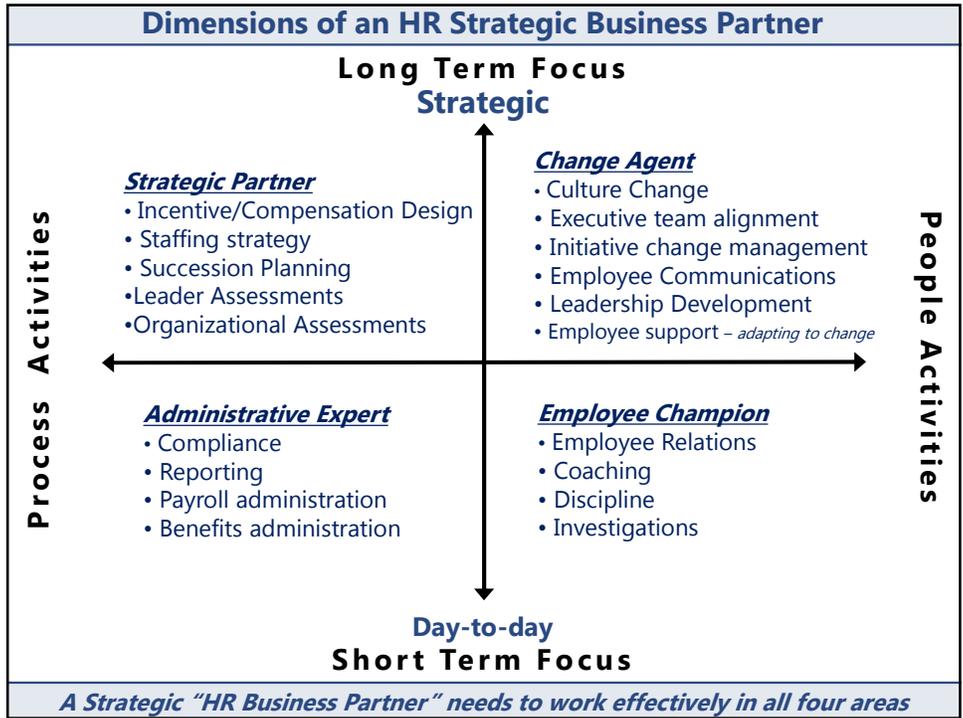
When the walk and the talk are at odds, only one can prevail. You have to change behavior or change what you say about your culture. Otherwise, problems are bound to occur.

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"I want you to find a bold and innovative way to do everything exactly the same way it's been done for 25 years."





Realizing the Vision: What is Needed

Company Goal

Create Shareholder Value

- Profit
- Growth
- Competitive Advantage

Individual Goal

Realize Potential

- Rewards
- Opportunity
- Involvement / Control

HR can be the driver of Goal Alignment



Driving to a Future HR Delivery Model

Business
Strategy

- The goal is to build an enterprise HR organization which is connected and responsive to the overall business needs of the organization.

HR Strategy

- The HR strategy should align to the overall business strategy - *enabling the reconnection of company and individual goals.*

HR Delivery
Model

- The entity responsible for delivering activities.
- The entities accountable for the activities.
- The entities consulted during the activities.
- The best ways to deliver the activities
(e.g., Workflow, Web-based Associate and Manager Self Service).



How are we doing?

Have you ever wondered what your employees' response would be if your HR department asked, "How are we doing?"

An HR assessment can answer this important question



The purpose

Many people associate audits with record keeping and compliance, particularly appropriate for ensuring that your company is meeting its legal and regulatory obligations



Compliance is a requirement for all HR functions, but in the context of successful, competitive businesses, compliance is just the tip of the iceberg.



Good Assessments Dig Deeper

Good assessments typically includes a step-by-step review of how HR handles its processes and completes its deliverables... it shouldn't be just a checklist.

The most important aspects of an effective HR Assessment are the type of data that is collected and the accuracy of the data collected.



The results

When the assessment is completed, you'll have a roadmap of which HR processes are working well, which ones are not and where opportunities for improvement lie.



A valuable tool

Even if you think you have a handle on how your HR department, programs and practices are working, an HR assessment conducted by an independent third party can produce some surprising results.

With those results in hand, you'll have a valuable tool to help you make decisions about not only your HR organization, but also your company as a whole.

