

What Is Your HR Strategy?



Carol Kilmister, SPHR, SHRM-SCP
Human Resource Consultant
Primex³



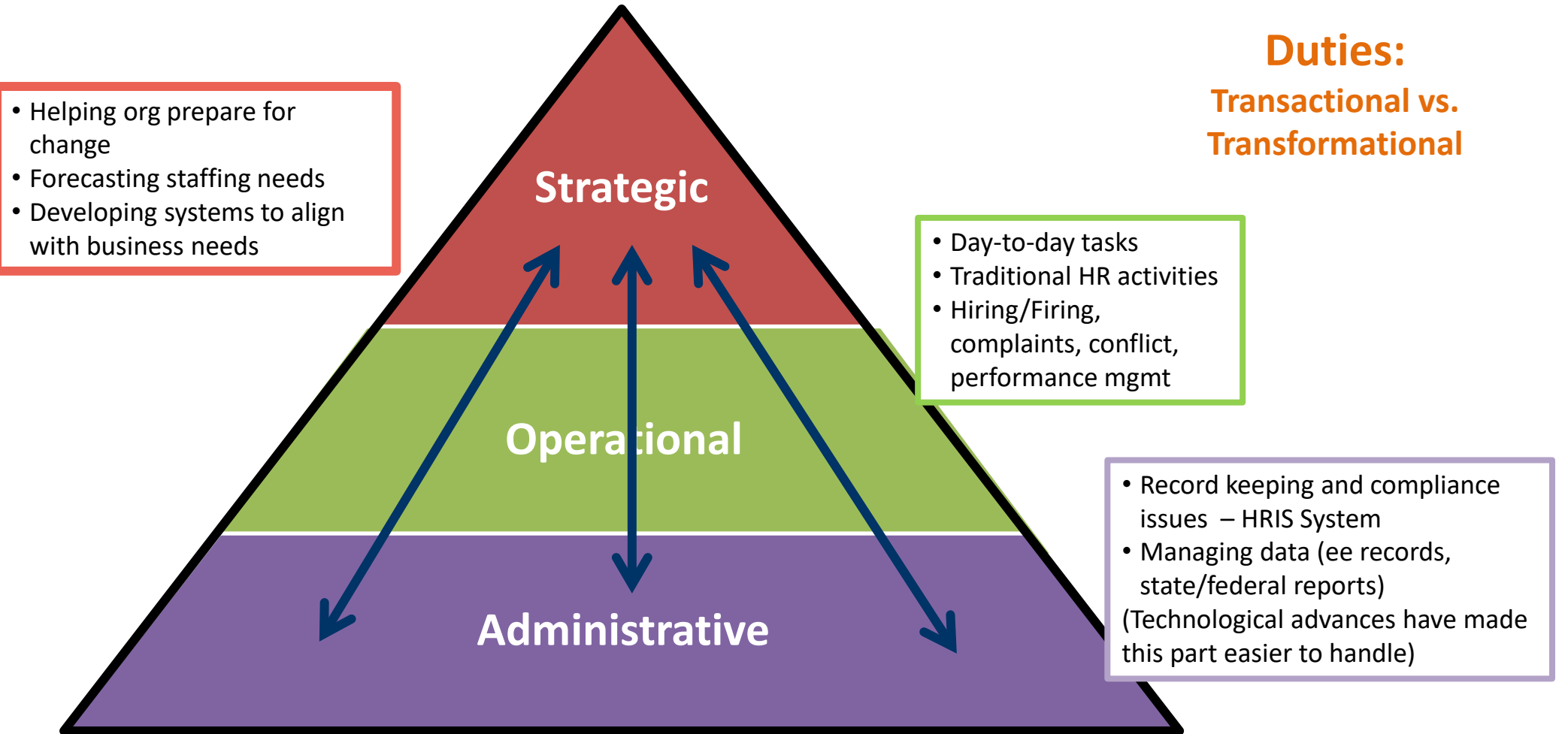


What is HR Strategy?

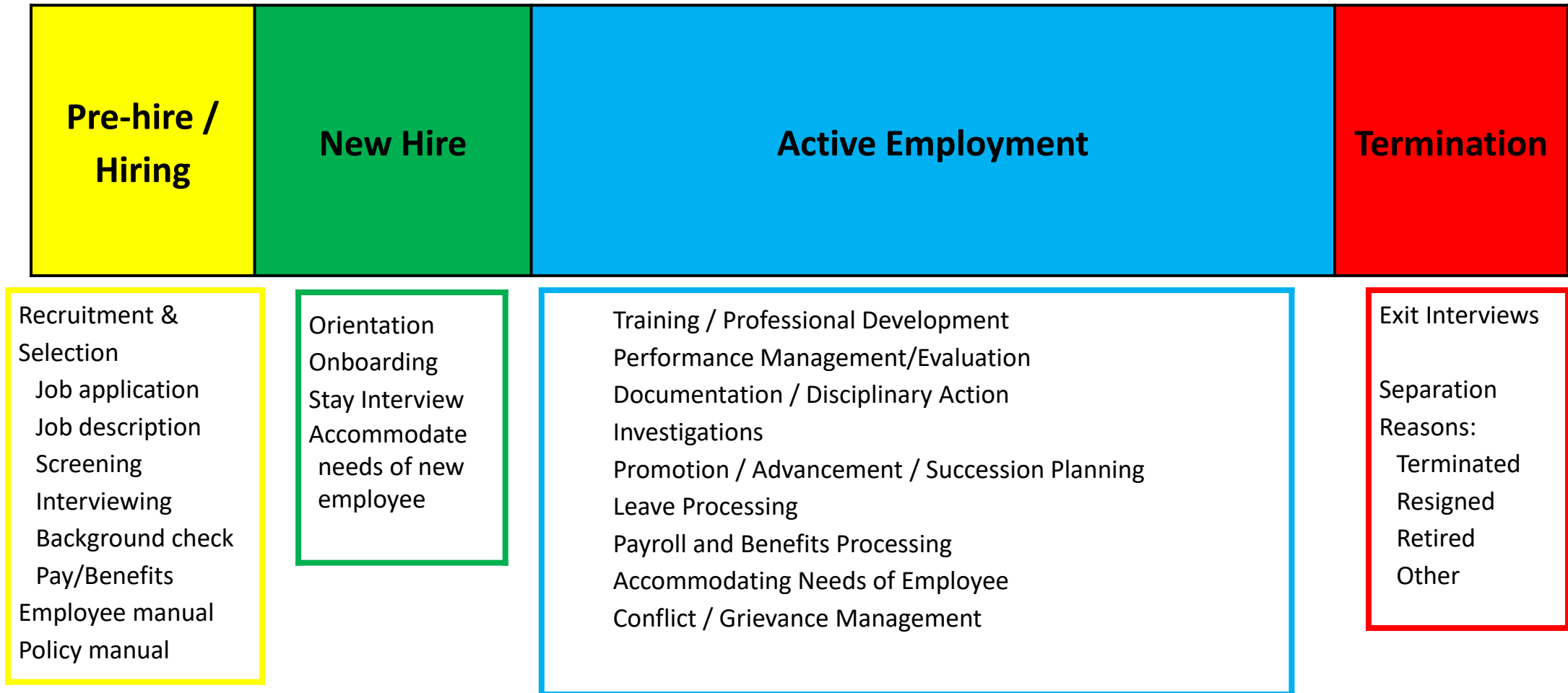
- Plan / Road Map
- Meant to guide the organization in managing its employees, or 'human capital'
- Intended to align the key areas of HR with their overall organizational direction (mission / vision / goals)
- Your HR Strategy sets the direction for all key areas of HR



Human Resources – a Maslow model



Life Cycle of Employment



What is HR Strategy?



- Recruitment
- Training / Professional Dev
- Performance Management
- Workforce Planning
- Compensation & Benefits
- Workplace Health & Safety

The 5 Steps in Developing an HR Strategy

1. Understand why your organization exists (mission) and its future goals
2. Identify the human skills necessary to achieve those goals
3. Evaluate your current staff and identify gaps
4. Develop HR goals to resolve gaps and create measurable criteria
5. Communicate the HR strategy

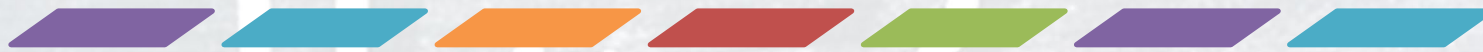




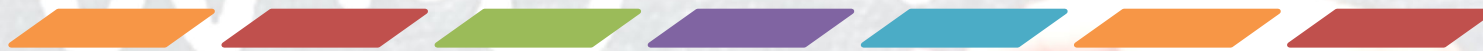
Be prepared for the future



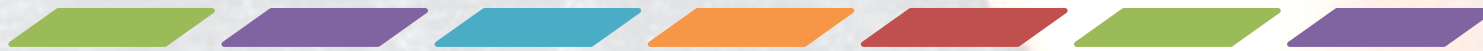
Reduce hiring costs



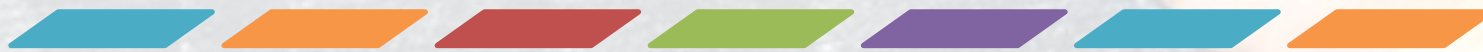
Streamline your recruitment processes



Inform development programs



Identify talent gaps



Aid retention strategy



Simple Examples of HR Strategies

- Hiring the right people
 - Creating effective teams
 - Fair and performance-based compensation
 - Ongoing training and skills development
 - Ensuring security for all employees
- Creating a diverse and equal workplace
 - Making information easily accessible to those who need it



HR Strategy Development - Best Practices

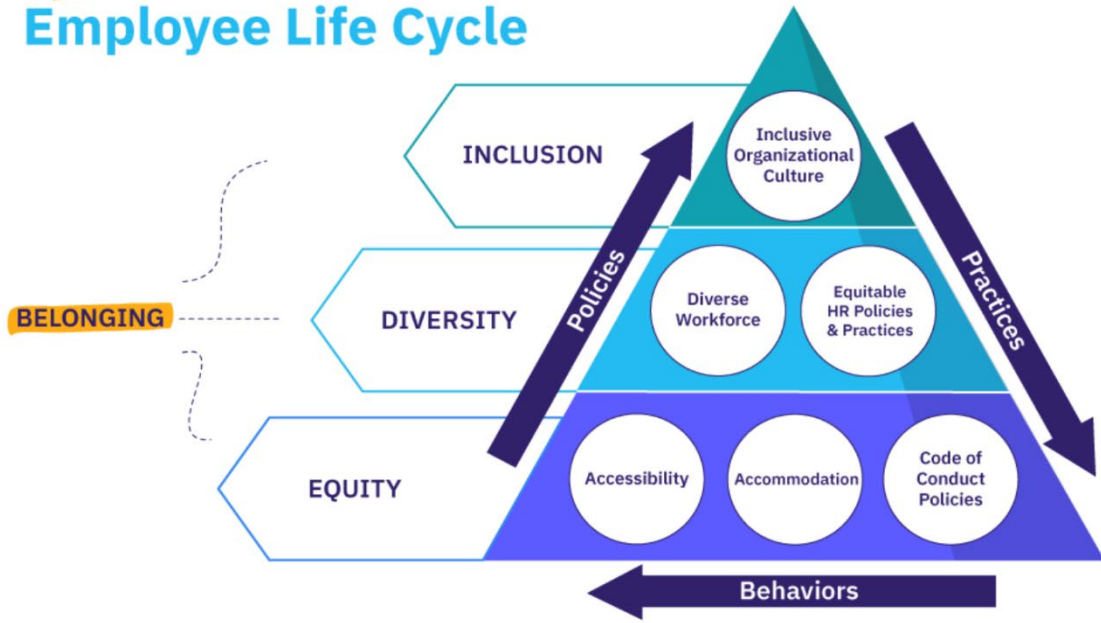
- Promote what makes your organization unique
- Find the best fit(s)
- Explain what you expect
- Feedback, Feedback, Feedback
- Motivate your employees
- Delegate
- Embrace Technology
- Encourage staff development
- Communicate how you compensate
- Be accessible



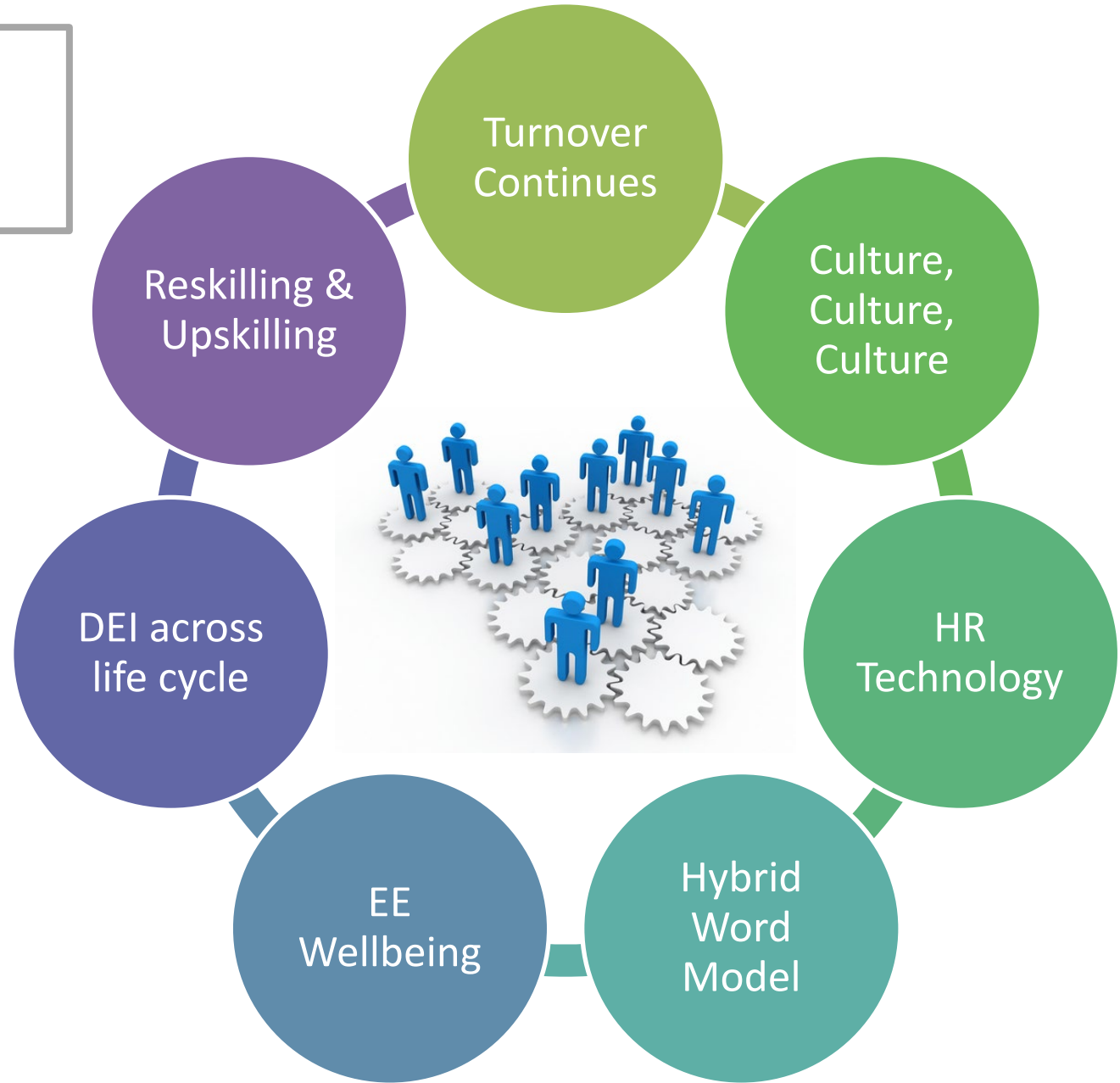
Upcoming HR Trends

AIHR ACADEMY TO INNOVATE HR

Inclusion Across Employee Life Cycle



[Image source](#)



What are the best HR strategies?

- Sets the tone - for the way your organization operates and how it's viewed by others.
- Consistent with your culture – applicants pay attention to this
- At their foundation, they seek to create a work environment that's synonymous with engaged, productive, and loyal staff.
- Focused on what unifies and motivates your employees



Take a few minutes to identify 2-3 'nuggets' that you are taking back with you from today's session...



Additional Questions...



Contact Information

Carol Kilmister

HR Consultant, Primex³

ckilmister@nhprimex.org

1-800-698-2364 ext. 146

