

Exercise

How does HR support the business?



Contact Details

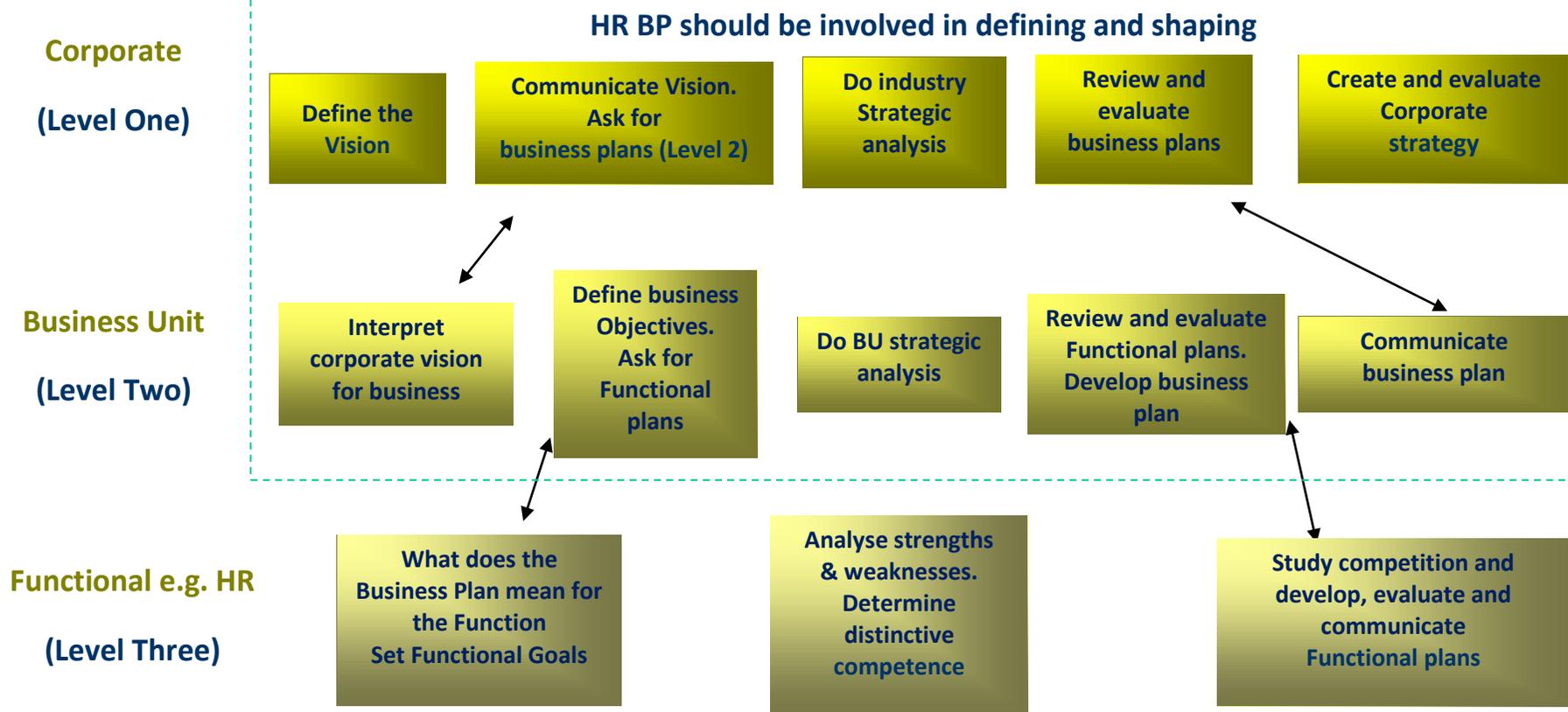


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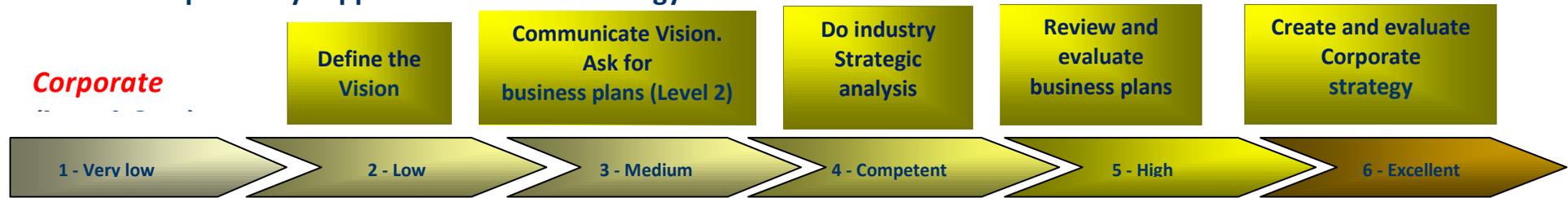
How does HR support the business strategy?



Rating Scale - Use the following scale to assess your HR Function



How does HR presently support the business strategy?



Does HR get involved?

If yes:

- Is HR an invited 'guest' or an equal partner?
- Who in HR gets involved?
- What do they contribute?
- How effective is HR's contribution?
- How do you know (measurement)?

If no:

- Should they get involved?
- If not, why not?

Overall Rating

Comment

What is HR's potential contribution at this level?

- What is HR's added value?
- How do you know what HR's added value could be?
- How would you measure it?

Overall Rating

Comment

Corporate continued...

Does your HR Function presently have the capability and credibility to effectively contribute at this level?

If yes:

- Which individual(s)
- What do they do to demonstrate their capability?
- How does / could HR share this knowledge and practice?
- Do you have a succession plan in place to develop this talent pipeline

If no:

- What are the knowledge and skills needed by HR if it is to effectively contribute?
- What actions can you take to develop the necessary capability and credibility?

Overall Rating

Comment

**Business
(Level Two)**

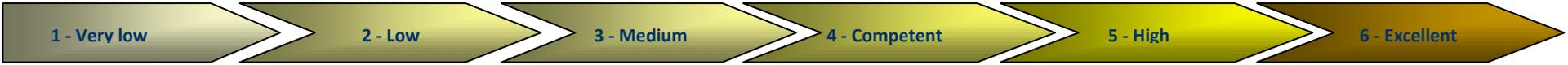
Interpret corporate vision for business

Define business Objectives. Ask for Functional plans

Do BU strategic analysis

Review and evaluate Functional plans. Develop business plan

Communicate business plan



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**Functional
(Level Three)**

**What does the
Business Plan mean for
the Function
Set Functional Goals**

**Analyse strengths
& weaknesses.
Determine
distinctive
competence**

**Study competition and
develop, evaluate and
communicate
Functional plans**



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About CourageousHR

At CourageousHR we work with HR Professionals like you to help you create innovative people solutions and courageously apply them. We help you to bridge the gap between academic vision and consulting rhetoric to guide and inspire you and your HR Community to move from being 'followers' to leaders.

Our passion and thinking comes from our experiences, research and a belief that 'tomorrow doesn't have to be the same as today'. Our reach is global and we happily work with clients throughout the world and across a wide range of industries.