



HR Strategy Series: Recalibrating HR

Headline:

Recent events offer the opportunity to examine and recalibrate your HR strategy and structure (i.e., everything that supports the lifecycle of an employee lifecycle, from hire to separation).

What is the Employee Lifecycle?

- Attract & Recruit Talent
- Onboarding
- Development/Training
- Engagement/Retention
- Recognition/Advancement
- Separation

How is your current HR (“People”) Strategy supporting the Employee Lifecycle?

- How are you distinguishing your business to attract the best talent?
- Why should someone work for you vs. another company?
- How does your onboarding and training approach mitigate any “buyer’s remorse”?
- How are you ensuring your managers and supervisors are getting the leadership and management development they need to better engage and inspire your employees?
- What kind of recognition and career pathing strategies are you employing to retain your best people?
- After separation, how many employees would recommend others to work for you?

How is your current HR Infrastructure supporting the Employee Lifecycle?

- How effectively have you incorporated technology to manage the overall Employee Lifecycle?
- How updated is your current employee handbook and other HR policies and procedures?
- What steps are taken each year to ensure compliance to state and federal labor laws?
- What changes could improve your recruiting process to improve time to hire and cost/hire?
- How “digital” is your current onboarding process?
- What kind of administrative/time burden does HR impose upon your current staff that could be better spent on revenue and profit generating tasks?
- What changes are needed around employee development and training to better align with your business growth strategies?
- How proactive or reactive are recognition/advancement initiatives in your company?

For further questions or assistance, please contact Clint Parry at Focus HR – (520) 301-4327 or clint@focushr.net.