

Maximizing the Effectiveness of Your HR Function

DISCOVERY AND PLANNING

We start with a **DATA REQUEST** to get to know your HR organization. Facilitating **PLANNING MEETINGS** will define objectives, roles, risks and timing.

A **COMPRESSION PLANNING** session may also be used to assess the current state.



CONDUCT HR ASSESSMENT

To evaluate the activities of your HR function, we administer these assessments:



TIME ALLOCATION SURVEY
SERVICE DELIVERY EVALUATION
PRACTICE QUESTIONNAIRE
SKILLS INVENTORY

ANALYZE AND REPORT RESULTS

Our HR Service Delivery experts **ANALYZE** the assessment results and compare key areas to **BEST PRACTICES**. We look for trends and make recommendations for structure changes, outsourcing options, and strategic initiatives.

The review with the project team will focus on **SOLVING OUTLIER ISSUES**.



DEVELOP HR ROADMAP

Facilitating a compression planning session will lead to a set of priorities for your HR function. Possible outcomes include:



- Developing a **BUSINESS CASE**
- Defining **FUNCTIONAL REQUIREMENTS**
- Determining plans to fill **SKILL GAPS**
- Creating a **CHANGE MANAGEMENT STRATEGY**
- Developing **PROCESS MAPS**

IMPLEMENT CHANGES

Our consultants can help you **SELECT TECHNOLOGY AND OUTSOURCING SOLUTIONS** with **TRAINING PLANS** and action plan monitoring. We can also serve in a **PROJECT MANAGEMENT** role to ensure a successful implementation.

Your HR function will be positioned to fully support the mission of your organization.



For more information, visit our website:

findley.com

© Findley • All rights reserved

