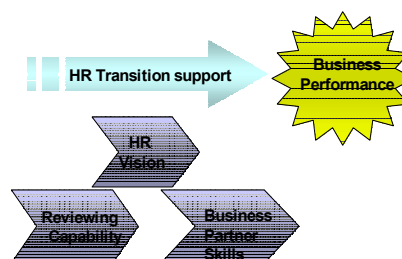


Adding Strategic Value Through Your HR Team

The HR function is facing a time of considerable challenge as it changes the nature of its contribution, and the way it operates, to add more value to the business. In a tougher financial climate businesses need to drive performance and reduce costs. HR Directors need to make a positive contribution to value creation and competitive advantage by taking a lead on effective performance as well as ensuring the provision of cost-effective employee services. To do so requires repositioning of HR and developing new capabilities.

Where is your team on the HR transition journey ...?

- e-HR has made a big difference to the processes but not the strategic role?
- You have started but the business seems to be resisting your involvement?
- Your team agree with the new ways of working but seem unable to make the transition personally?
- How can you help the business recognise the value you are delivering and measure it?



You may already have embarked on a programme of HR Transition or just be at the start. We can work with you at different stages of the journey in the following ways:

- Review – HR capability in line with business needs now and in the future
- Vision – for the contribution of HR and the road map to get there
- Business Partner Development – increasing business credibility and challenge
- HR Transition support – transferring expertise to you to support your transition.

In our experience two aspects of the journey are vital to address for individuals and the function as a whole to really be recognised as strategic business partners.

- Gaining business credibility - How to demonstrate credibility with the business across the breadth of strategic issues
- Increasing ability to challenge the business - Enhancing personal impact, and the ability to challenge the business to see and do things differently.

Examples

We have considerable expertise in working closely with HR functions to increase their contribution to the business.

- In a major global telecommunications company we have developed over 100 of the senior HR Business Partners to work more effectively with the business as strategic partners.
- In a UK government department we have assisted the transition to a shared services and business partner structure by developing senior HR staff together to understand each others roles and interfaces and to develop their impact and influencing.

Our approach models the shifts you can make in your own team, combining personal challenge and support, expert consulting and process skills with pragmatic business experience.