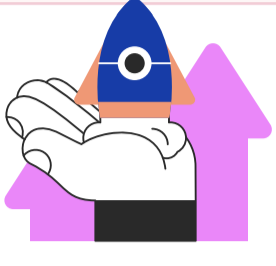


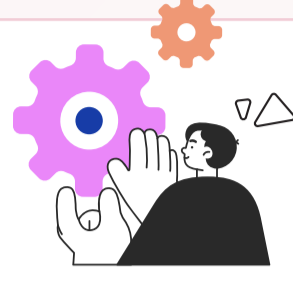


Best Practices for Implementing HR and Business Strategy

When HR collaborates with an organization, it is:



1.4 times more likely to change rapidly and at scale to take advantage of new opportunities.



1.3 times more likely to be highly effective at coming up with and putting into practice innovative ideas.

Source: McLean & Company's 2022 HR Trends Report - CHRO Priorities

Let's see how HR executives can influence and implement a company's strategy:

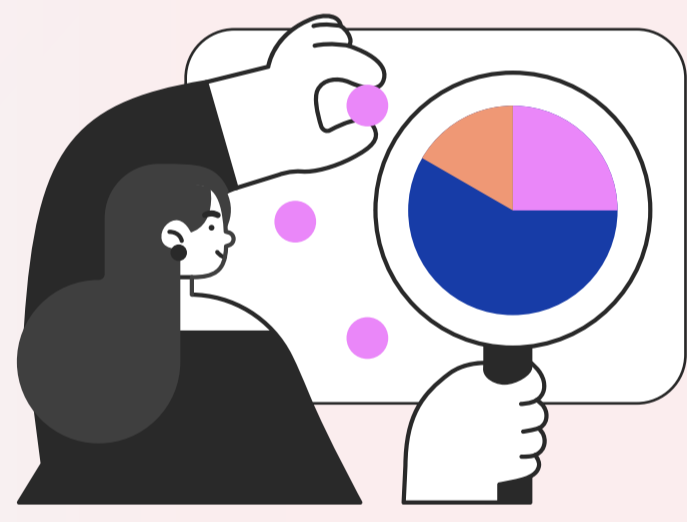
5 Steps to Align HR Strategy with Business Goals

1 Be familiar with your organization's goals, strategy, and mission.



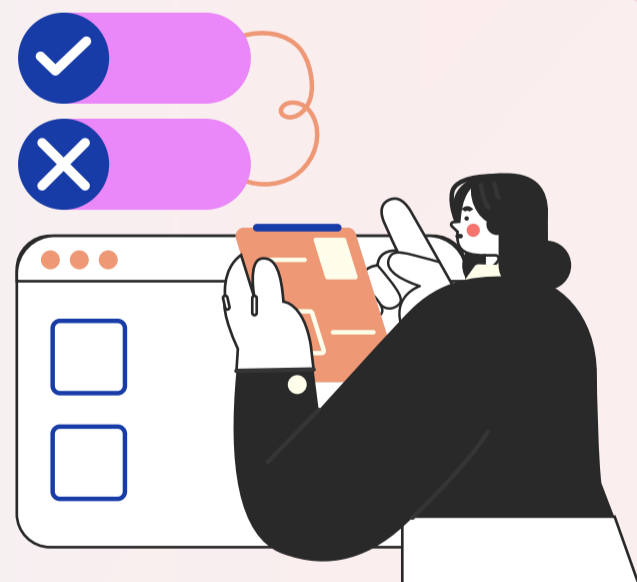
2 Establish the abilities and skills required to accomplish those goals.

3 Analyze the HR function's current capabilities and skills and determine gaps between the current status and the needs of the business.



4 Establish HR objectives to address gaps and set benchmarks for assessing the success of strategy execution.

5 Develop the HR strategy.



Executing an HR Strategy: Here's What to Keep in Mind

- The company strategy and organizational priorities should always align with the HR strategy.
- Think about the HR department's long-term goals and how to prioritize them in order to maintain and support business strategy.
- Determine four to seven key performance indicators (KPIs) that represent the current performance state of the HR department after establishing the goals.
- Use these indicators to gauge performance going forward, ensuring they are accurate, quantifiable, and clearly related to the anticipated outcome.