

I AM

HUMAN RESOURCES:

Five Strategic Ways to
Break Stereotypes and Reclaim HR

42%

42 PERCENT OF BUSINESS LEADERS BELIEVE THEIR HR TEAMS ARE UNDERPERFORMING OR JUST GETTING BY.

COMPARED TO THE

27 PERCENT WHO RATE HR AS EXCELLENT OR GOOD WHEN ASSESSING HR AND TALENT PROGRAMS.

27%

45%

45 PERCENT OF BUSINESS EXECUTIVES
REPORTED THAT THEIR COMPANIES ARE
"NOT READY" TO TACKLE GLOBAL HR
AND TALENT MANAGEMENT.

57%

57 PERCENT OF BUSINESS RESPONDENTS
REPORTED THAT THEIR COMPANIES ARE
"NOT READY" TO MANAGE TALENT AND
HR ANALYTICS



DELIVER

EXCELLENCE

BUILD

RELATIONSHIPS



ROMANCE,
RESPECT,
ADMIRATION,
& APPRECIATION

IS LOVE

ENOUGH?

SKILLS
+
SELF-DIRECTION
+
GLOBAL NETWORK
=
RECLAIMING HR

SKILLS

- Business partner
- Organizational architect
- Steward of culture
- Credible activist for change

SELF-DIRECTION

- Demonstrate Passion
- Embrace Technology
- Research Trends in your Profession
- Learn to Speak with Confidence

GLOBAL NETWORK

- Managers
- Supervisors
- Colleagues Outside of Human Resources
- Peers and Friends Within HR

HOW TO RECLAIM HR

1. Be an expert in business and management strategy
2. Master the differences between workforce planning and workforce analytics
3. Be a leader in executive compensation and board strategy
4. Understand labor relations and risk management
5. Demonstrate expertise in business forecasting

BE AN EXPERT

IN BUSINESS

&

MANAGEMENT

STRATEGY

MASTER THE DIFFERENCE
BETWEEN

**WORKFORCE
PLANNING**

&

**WORKFORCE
ANALYTICS**

WORKFORCE PLANNING

The purpose of workforce planning is to ensure the organization has talent with the right skills, in the right place, at the right time, with the right cost to execute the business plan. Planning activities are designed to forecast risk (talent supply vs. demand) to address the issue of investing and up skilling current talent, hiring new talent and/or outsourcing. – Gene Pease, Vestrics.com



WORKFORCE ANALYTICS

The purpose of workforce analytics is to maximize HR investments via optimized decision-making. That is: Where is most value realized from current talent investments and how/where can these investments be enhanced? – Gene Pease, Vestrics.com

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Ves(tric)^s

The logo for visier is contained within a white circle with a green border. It features the icon on the left and the word "visier" in a black sans-serif font to its right.

visier

The logo for Deloitte is contained within a white circle with a green border. The word "Deloitte." is written in a dark blue sans-serif font, with a small green dot at the end of the period.

Deloitte.

BE A LEADER

**IN EXECUTIVE
COMPENSATION**

&

**BOARD
STRATEGY**

UNDERSTAND
**LABOR
RELATIONS**
&
**RISK
MANAGEMENT**



**DEMONSTRATE
EXPERTISE**

IN

**BUSINESS
FORECASTING**

FIND RESOURCES



CIPD.CO.UK



LINKEDIN.COM



WWW.SHRM.ORG



WORLDATWORK.ORG



HR.COM

FIND PEERS





NEIL MORRISON



RON THOMAS



GRETCHEN ALARCON



KRIS DUNN



TIM SACKETT



LEAVING
HUMAN
RESOURCES

BE

INSPIRED!

THANK
YOU

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