

TEN QUESTIONS ABOUT HR STRATEGY

1. Do you think that your company is a great place to work? If not, what are you going to improve?
2. Do your employees think your company is a great place to work? If you don't know, why haven't you asked them?
3. Do the goals and targets match your overall business plan and other strategic plans (finance, marketing, sales or operations)?
4. Do you have people measurements in place? For example:
 - a. employee headcount figures
 - b. employee turnover
 - c. absence rates
 - d. customer satisfaction measures
5. Do you have up-to-date policies and procedures?
6. Have you thought about the culture of your company, the values you stand for and the behaviour you want your employees to exhibit?
7. Does need your culture need development?
8. Do you need to look at the salary rates to keep competitive in your employee market?
9. Do you need to look at your reward structure? Bonuses, pensions, incentives or employee discounts.
10. Have you thought about how you communicate all this with your employees?