HR Roadmap - Make HR More Strategic

HR Roadmap by Intellilink enables HR to become more strategic.

The demands currently being placed on HR departments are enormous. Expected service levels have never been higher, budgets & resources are being reduced and the threat of outsourcing is ever present.

To make matters worse, HR is now being told to *"become more strategic"* to survive.

Yet to move from the current state to a role where the entire HR department is seen as a valuable partner to the business seems like an impossible transformation.

Intellilink's HR Roadmap provides a step by step program that enables HR to begin this transformation. It is a fact-driven approach that collects data to confirm your current level of HR maturity before detailing a set of improvement initiatives to begin the journey.

Components >>

Skills Assessment

Best Practice Processes

HR Scorecard

HR Maturity Model

Environmental Assessment

The HR Roadmap begins with an assessment of your current capability. Our experienced consultants will review the skills across your HR department, analyze key business processes, evaluate the needs of the business and review existing support tools. The resultant HR Scorecard will define your current capability.

We will then map the Scorecard against our Human Resources Maturity Model. This will enable us to determine your level of HR maturity and provide the foundation for the design of the change initiatives.

Before developing a change program an Environmental Review will be undertaken to identify any organizational or external factors that HR will need to accommodate.

Once a target of future maturity has been agreed upon, a set of change initiatives will then be developed to drive the transformation. A number of "quick wins" will also be identified in the first few weeks to ensure the program quickly generates value.

Benefits Overview

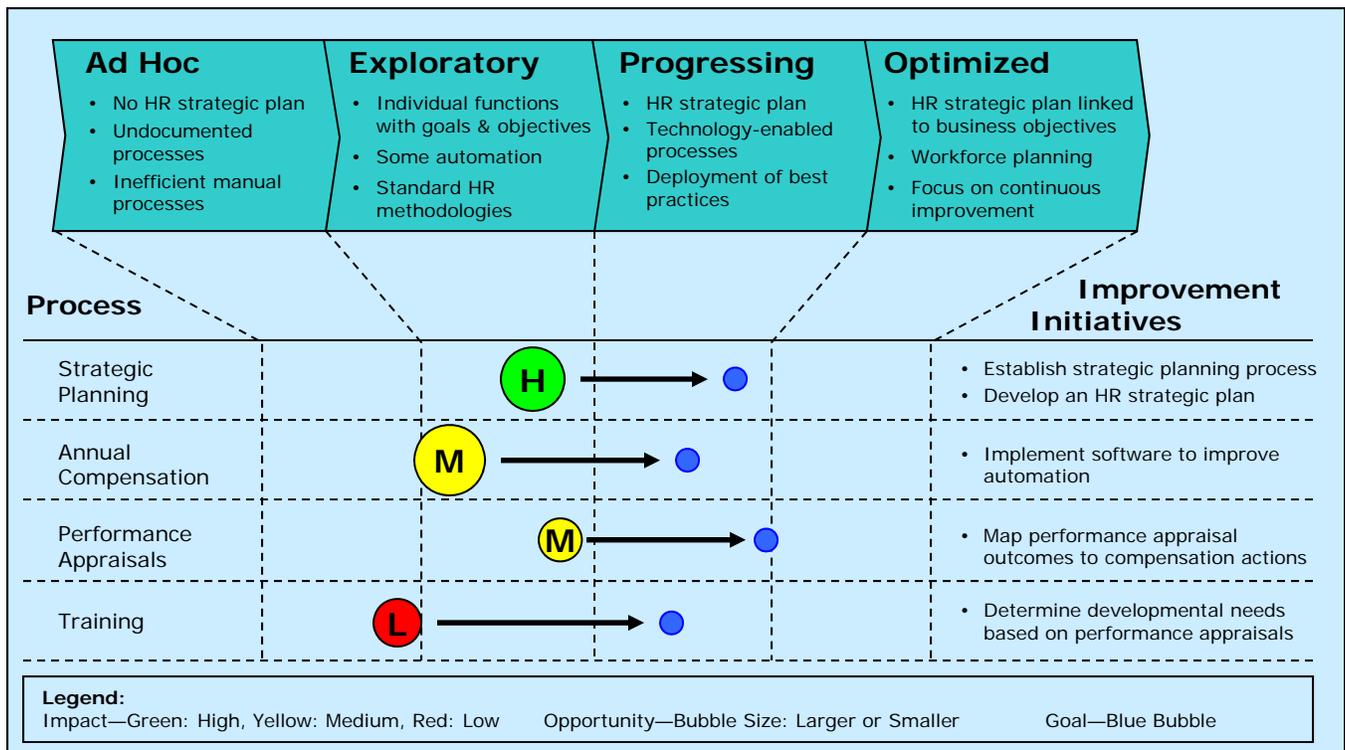Define a path to enable HR to become more strategic.

Obtain a clear understanding of business expectations of HR.

Outline people, process & technology improvements.

Determine the roles, capabilities & skills required by HR to increase impact across the organization.

Define indicators of HR effectiveness to track performance improvement.

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Sample Improvement Initiative Overview

Ad Hoc	Exploratory	Progressing	Optimized
• No HR strategic plan • Undocumented processes • Inefficient manual processes	• Individual functions with goals & objectives • Some automation • Standard HR methodologies	• HR strategic plan • Technology-enabled processes • Deployment of best practices	• HR strategic plan linked to business objectives • Workforce planning • Focus on continuous improvement

Process

Improvement Initiatives

	Improvement Initiatives
Strategic Planning (H)	• Establish strategic planning process • Develop an HR strategic plan
Annual Compensation (M)	• Implement software to improve automation
Performance Appraisals (M)	• Map performance appraisal outcomes to compensation actions
Training (L)	• Determine developmental needs based on performance appraisals

Legend:
Impact—Green: High, Yellow: Medium, Red: Low   Opportunity—Bubble Size: Larger or Smaller   Goal—Blue Bubble

Rapid Deployment

HR Roadmap can be deployed in about two months

Data Collection	Conduct interviews, surveys & workshops to collect data to be used in the assessment.
Current Assessment	Analyze information to determine HR Scorecard and develop "Quick Wins".
Maturity Definition	Assess current maturity against Intellilink's Human Resources Maturity Model.
Environmental Review	Review external environment to identify factors that HR will need to accommodate.
Roadmap Development	Define target maturity level and develop comprehensive set of HR improvement initiatives.

About Intellilink >>

Intellilink improves the productivity of knowledge worker organizations.

Intellilink offers a unique combination of software solutions & management consulting expertise to help organizations improve the operational efficiency & workforce effectiveness of internal service departments such as IT, HR, Finance & Marketing.

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