The Role of HR

Managing Human Capital to Optimize the Business of the Business

1. **Evaluate** both the science / process of HR together with the art / soul of HR.

2. **Be willing to champion** the right decisions, even if they are not popular or easy.

3. **Perform both short-term and long-term risk analysis** around every HR decision and the impact of every decision to strategic organizational goals.

4. **Be seen as the expert** on all matters pertaining to strategic business goals and the alignment of people to those goals and then track those goals into the future.

5. **Aspire to create and sustain an agile organization,** continually evaluating if your current human capital strategy is robust. Ensure your human capital is continually developed, highly qualified, relevant and capable to meet strategic organizational initiatives, on demand.

6. **Commit to developing resilient human capital** with qualified bench strength to provide adequate back up. *(This is not done quickly or cheaply.)*

7. **Engage in skills and knowledge gap analysis** continuously. Have a human capital learning and development plan that is targeted, applied, measured, ongoing, and governed to ensure learning traction and 'stickability'. All learning and development investment should strive to deliver definable, 'trackable', relevant business results.

8. **Think about people as assets.** Continually maintain and upgrade human capital assets. Don't run the risk of having people become obsolete, depreciating assets leaving the organization and your people exposed.

9. **Evaluate current legacy talent acquisition and performance management systems**. Determine if they are relevant, forward focused, developmental and progressive. Do they reinforce your culture?

10. **Develop current / future role benchmarks for leadership and management and critically and objectively evaluate current staff relative to the benchmarks**. Today, leadership and management roles are business critical, and are evolving and changing continually.   They need to be constantly evaluated.