HR Vision Discussion

Human Resources Liaison Network
Fall Meeting
November 16, 2016
The HR Triangle

Transaction

HR Best Practice

Strategic

Transformation
The HR Triangle

Transactional Items:
Day to day mechanics of keeping our campus running, repetitive, administrative functions that must be done in order to complete a process or task.

Transactional HR is seen as:
Untrusted
“Office of No”
Jumping through Hoops
Checking a Box
Unnecessary
Busy work
Needed
Annoying
Redundant

HR Best Practice
Strategic HR:
Proactively working with and seeking input from departments, staff, faculty and administrators to build relationships that foster a sense of trust and confidence in our ability to meet the future needs of our campus.

Strategic HR is seen as:
- Building Trust
- Office of “Let’s Figure Out How”
- Anticipating Needs
- Proactive
- Deliberate
- Responsive
- Considerate of Resources
- Problem Solvers
The HR Triangle

Transformational HR:
Takes a step back from routine, and focuses on strategies for aligning HR management with an organization's goals. It involves expanding the traditional role of HR.

Transformational HR is seen as:
Progressive
Business Partner to the Organization
Having a “Seat at the Table”
Defining the Culture
Creating Value
Developer of People
The place to go for answers to your business needs
How Do We Get There From Here

Increase transactional efficiency
- improve the efficiency of an HR department's transactional work
- better scheduling of priority jobs
- simplify or automate processes

Demonstrate an increase in scope and value
- compiling reports and suggestions for strategic actions,
- demonstrating problem-solving abilities,
- demonstrating the ability to work effectively with other teams and departments.

Get buy-in from management
- it's vital that an HR department secures the support of one or more high-ranking Dean's, Vice President's, Director's
- goes hand in hand with demonstrating an increase in the value and scope of HR work