Transformational Human Resources
Changing Today for a Better Tomorrow

Division of Human Resources and Organizational Effectiveness

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Defining the Three Keystones of Human Resources

- Transactional
- Strategic
- Transformational
• Focuses on process-oriented matters that are generally transactional activities.
• Human Resources specialists and generalists manage the transactional activities through all the stages of the employment relationship -- from recruitment and processing new employees to processing terminations and conducting exit interviews.
Strategic HR

• Focuses on long-term goals and outcomes with a strategic overall framework.

• Focuses on longer-term resourcing issues within the context of an organization's goals and the evolving nature of work, and informs other HR strategies, such as reward or performance, determining how they are integrated into the overall business strategy.
Transformational HR

• Expands the traditional HR role into the arena of management, so it becomes a tool to develop the University's interests and growth.

• The aim is to turn HR management into a force that can help Texas A&M reach its objectives and instill those objectives in employees.
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**Professional Development**

- **Transactional**
  - Compliance, Administration, Performance Management
- **Strategic**
  - Professional Development Training, Career Development Training
- **Transformational**
  - Learning Opportunities that move forward the mission and vision of the institution
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Employee Assistance Program

• Transactional

• Strategic
  – Counseling Sessions for Employees, Consultation on Crisis Issues

• Transformational
  – Workplace Violence Prevention
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Organizational Consulting & Resolution Management (OCRM)

• Transactional
  – Policy Compliance and Guidance, Unemployment Claims, ADA and EEO Issues

• Strategic
  – Title IX Compliance and Complaints, Conflict Resolution Management

• Transformational
  – Organizational Effectiveness Consulting, Mediation and Facilitated Dialogue
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Talent Management

• Transactional
  – Position Postings, PATH Administration, Advertising Positions, Degree Verification, Background Checks

• Strategic
  – Diversity Recruitment, Talent Acquisition, Evaluation of Departmental Needs for Talent

• Transformational
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Total Rewards

• Transactional
  – Benefit Transactions, Coordination of Benefit with System Administration, System Pay-Plan Administration, Classification Review

• Strategic
  – Career Ladders, Advising and Assisting Departments in Employee Salary Issues, Developing Position Plans for Future Growth

• Transformational
  – Market Salary Research, Salary Trends and Goal Setting, Consulting Services for Benefit Analysis and Benchmarking
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**Strategic Programs**

- **Transactional**
  - Tracking Wellness Activities, Coordinating Wellness Services, Budget Compliance, Administration

- **Strategic**
  - Developing Programs and Services for HR, Building Partnerships across Campus, Staff Appreciation Week

- **Transformational**
  - Diversity and Inclusion Efforts, Staff Climate Data Analysis
Final Thoughts:

1. **All three keystones** of Human Resources and Organizational Effectives are **equally important**.

2. While we are not where we need to be in each Department we are **striving daily** to make the **necessary changes** to meet the needs of the campus.

3. What would you like to see us doing **MORE of** or **LESS of**?
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