



LEADERSHIP SA
strategy leadership change human capital effectiveness

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Human Capital Strategy:

Human Capital is considered one of the most important resources available to an organisation. Crafting the human capital strategy is a key responsibility of the HR Director in conjunction with the Executive.

For a free self assessment of your organisations human capital strategy, complete this simple questionnaire

For best results get your Executive team and a small sample of managers and staff to complete it and see what the different perceptions are telling you.

Human Capital Strategy:

Low – we don't do this

Medium – we do this

Hi – this provides a competitive advantage

Exceptional – global thought leader

	Low	Med	Hi	Except
The strategy takes into account the political, social, economic and legal context in which the organisation functions				
The strategy recognises the changing world of work and the impact of technology specifically				
The strategy is based on a detailed analysis of the skills market from which the organisation draws its skills				
The strategy is an integral component of the business strategy of the organisation				
The strategy is based on a sound analysis of the skills profile of the organisation and the current and future skills gaps				
The Executive of the organisation takes full responsibility for the design and execution of the strategy				
The strategy is not seen as being owned by HR but by the Executive				
The strategy addresses all levels of employees in the organisation				
The strategy is strongly proactive rather than focused on legal compliance				
The strategy recognises the different needs of different parts of the organisation. While consistency is important a one size fits all is avoided				
There is a clear "people vision"				
Executives understand and are fully committed to fulfilling their role in executing the strategy				



Line managers understand and are committed to fulfilling their role in the executing the strategy				
Employees understand and are fully committed to fulfilling their role in the strategy				
Unions and other external stakeholders support the strategy				
The strategy is clear about the strategic thrusts of the organisation within the time horizon of the strategy				
The strategy is effectively resourced in respect of finances, technology and people				
There is clear accountability in respect of all aspects of the strategy				
The strategy is reflected in the scorecards of Executives, line managers and the HR function				
There is an effective set of metrics to measure the effectiveness of the strategy execution				
The performance of all role players is measured corrective action is taken where required				
The strategy is supported by clear policies and processes				
The HC strategy provides the organisation with a competitive advantage				

Human capital strategy is considered central to executing strategy and organisational sustainability.

If you are not satisfied with your scores or you would like to become a global thought leader contact Terry Meyer at: terry@leadershipsa.com

