



LEADERSHIP SA
strategy leadership change human capital effectiveness

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HR Function:

If there were ever a time for the HR function to take its place in the sun, now is the time. With so many strategic issues involving human and organisational effectiveness, an effective HR function is a key resource for Executives

For a free self assessment of your organisations HR Function, 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.

HR Function:

Low – we don't do this

Medium – we do this

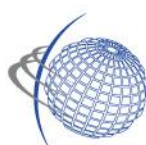
Hi – this provides a competitive advantage

Exceptional – global thought leader

	Low	Med	Hi	Except
The Head of HR is a member of the most senior Executive structure in the organisation				
The human capital strategy is an integral part of the business strategy				
The vision and mission of the HR function is fully aligned with that of the organisation				
The HR team are fully aware of the critical HR related issues in the business environment of the organisation and respond to them proactively and effectively				
The HR processes are effective and supported by line managers				
All role players are competent and willing to apply the HR processes of the organisation				
The processes support the organisational strategy and are aligned to the organisations culture				
The processes ensure legal and regulatory compliance				
The policies and processes are accessible and understandable to everyone in the organisation				
The HR function is supported by appropriate technology				
Transactional HR processes are both efficient and effective				
There is a framework of HR metrics that the HR function monitors				
The effectiveness of the HR function is measured on a regular basis				
The HR structure is effective				



All HR staff have clearly defined roles and performance outcomes				
The HR structure and processes ensure that HR functions as a team and HR silos are avoided				
There is a clear competency framework for all HR roles that is understood by all members of the function				
All HR professionals and support staff have the necessary qualifications and skills to effectively perform in their roles				
There is a commitment to continually upgrading the skills of the HR function				
HR career paths are well defined and may include transitions to other functions or line positions				
HR professionals have the opportunity to experience a variety of roles in various divisions for development purposes				
The function has centres of excellence which are world class				
The HR function has relationships with external centres of excellence to access cutting edge practice, thinking and research on an ongoing basis				
The HR business partners are considered essential members of their client teams				
HR professionals are registered with appropriate professional associations				
HR professionals are frequently called upon to make presentations or write articles to share their knowledge and experience with other organisations				
HR professionals are strongly in demand in the global labour market				
HR professionals are active on professional social media sites				
The culture of the HR function is highly energised				



There is a strong service ethic amongst members of the HR function				
The HR culture fosters innovation and cutting edge practices that add value to the organisation				

The HR function needs to be providing a visible leadership role in its organisations.

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