

Work Booklet 2

Developing your Human Resources Strategy

SECTION IV: Developing your HR Strategy



Work Booklet 2

Developing your Human Resources Strategy

Your Human Resource Strategy

Employers need an HR Strategy that includes all components of attracting and recruiting new employees to your workplace and retaining them once they arrive. By analyzing your current practices against the processes outlined in this section you can identify the areas for change or development that are important for your business.

While one HR strategy might be particularly important to you today, it is important to consider all potential strategies and to apply a combination of them. There's no single solution or panacea that will take care of all of your HR needs; employers must adopt a comprehensive approach to managing their people resources.

The 10 Key Elements to Building a Successful HR Strategy are:

- | | |
|---------------------------------|------------------------------------|
| 1. Linking HR to Business Needs | 6. Career Planning and Development |
| 2. Recruitment and Selection | 7. Succession Planning |
| 3. Orientation Process | 8. Rewards and Recognition |
| 4. Performance Management | 9. Leadership and Management |
| 5. Training and Development | 10. Communication |

To create a winning HR strategy you first need to make sure that all the bases are covered and that you have made a full assessment of your current programs.

The following ten sections have been designed to lead you through the process of covering your bases, assessing your current programs and developing your HR strategy.

It is recommended that you complete one section at a time over the next ten weeks and you will be on your way to having a winning HR strategy and to recruiting and retaining the best staff for your business.