



HR Roles and Responsibilities

What you should do today ...
... and definitely will have to do tomorrow

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Content



- ▶ The world around us
- ▶ HR Roles
- ▶ HR Responsibilities
- ▶ Are you ready to take your responsibilities?

The world around us



- ▶ The world of Human Resources is changing rapidly - the business leaders press on:
 - ✓ increased knowledge of the business
 - ✓ support of key initiatives
 - ✓ full utilization of the employee potential
 - ✓ decreasing costs
 - ✓ increasing performance
 - ✓ competitive advantages on the market

HRM Management Impact



- ▶ HRM Management has to react by:
 - ✓ increasing its engagement in the business operations
 - ✓ rebuilding its organizational structure to fit the needs of the business
 - ✓ assessing the potential inside Human Resources
 - ✓ changing its **Role** in the Business
 - ✓ taking more **Responsibilities**

HR Role Model



- ▶ HRM started to implement model defined by Mr. Ulrich to meet the demands of the organization:



HR Strategic Shift (1)



Support Function



Strategic Partner

HR Strategic Shift (2)



▶ **HR Support Function**

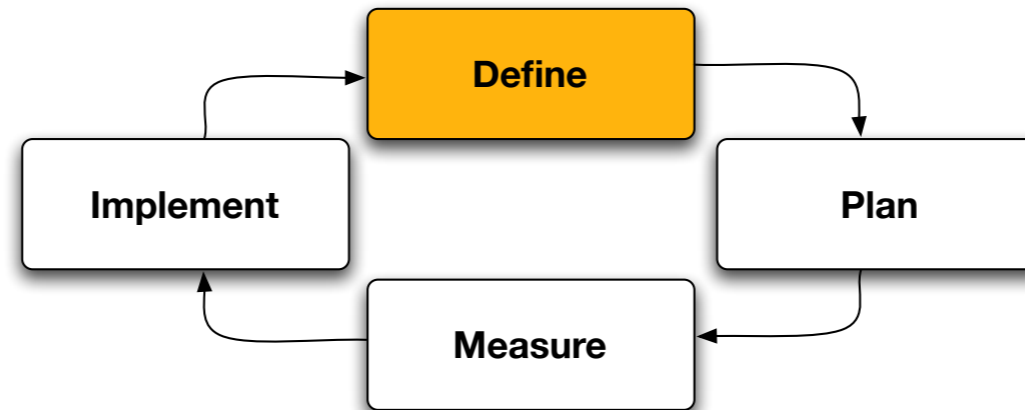
- ✓ pure focus on quality of delivered services
- ✓ reactive to the demands of the business

▶ **HR Strategic Partner**

- ✓ the active search for the opportunities and helping the business to operate more profitably
- ✓ proactive approach

Implementation

► The Approach:



Define

The clear definition of the final status of the implementation of the Strategic Partnering activity. The team has to define KPIs to measure and has to get approved Project Charter, including the detailed Communication Plan.

Plan

The planning phase - the project team has to define all the tasks and activities, prioritize them, assign them to the correct team members and finalize the scope of the project and report potential issues on the way.

Measure

Measure phase is about collecting the data and evidence for the change. The project team has to be sure about the correctness of the activities. Many workshops and brainstorming sessions have to take place during the Measure phase.

Implement

Based on the Measure Phase the corresponding activities, including setting new processes and learning activities have to be conducted.

Change of Mind



- ▶ HRM Employees:
 - ✓ Intensive training to build new behavior and skills
 - ✓ Some changes, new hires and terminations needed
- ▶ Line Management:
 - ✓ Involvement into the project
 - ✓ Training
 - ✓ Workshops