

ON STRATEGY[®]

the business of tomorrow,
today.

“The challenge is to
make people the most
important asset of an
organization.”

HRM

Human
Resources
Management

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HRM | Human Resources Management

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In the knowledge economy, the human capital is responsible for adding value along the different activities in the value chain.

How to manage
Human Capital to
play a central role in
the organization's
strategy?



The challenge

89% of the CEOs expect increase in revenues, and 62% also expect to hire more people during the same period of time. This strong correlation means that the organization will struggle to attract talent. That said, HR departments, handicapped by administrative workload, continue to be considered support areas instead of strategic partners. HR must distinguish between their day-to-day activities and those that sustain the new organizational plan. Today there is no formal process to anticipate, manage, and measure HR contributions.

The solution

Three major initiatives to transform Human Resources in a strategic partner:

- (1) Secure the availability of the intangible assets with the strategy.
- (2) Align the team and people objectives with the strategy.
- (3) Align HR strategy with the firm's strategy.

HR must separate its strategy related processes from its operational processes. Use our methods to extract the general strategy, measure human capital availability (Job Family), align objectives (Personal Scorecards, Rewarding) and manage your organization (BSC). Contact us, we know how to do it.

HRM



HRM Process

1 Translate the Plan

The processes that generate revenue and utilities are inputs to the HR plan. How many clients can a salesperson manage? What team will manage the distribution? Who operates the new machines and technologies? You need to translate the challenges.

2 Plan the Intangibles

Is the current available talent enough to deliver on the organizational goals? What new talent should you incorporate? What new competences must be developed? The challenge must be met with talent and competences.

3 Personal Objectives

An aligned organization motivates and empowers the collaborators, fosters innovation, and enables risk-taking for high level objectives. The plan must be deployed to all members of the organization, communicating challenges and compensation plans.

4 HR Strategy

Once the strategic support service portfolio has been defined, Human Resources must create its own plan to satisfy the needs of its business partners, collaborators, and attract talent. To do this, HR must define its processes and competences.

5 Area Management

Translating HR strategic plan in results, requires to continuously measure, execute and re-align the priorities in sync with the company. Evaluating what the department has done versus what the department has accomplished. HR's BSC is a golden standard to achieve it.

I want a consultant [Click Here](#)

HRM Deliverables

- Gap between strategy and competencies.
- Personal Scorecard model.
- Vision, Value proposition and HR strategy.
- HR Balanced Scorecard.
- Recurrent Alignment Meetings.

HRM Benefits

- Transform HR into a business partner.
- Formalize an HR planning process.
- Make strategy everybody's job.
- Create a performance management model.
- Accelerate the generation of results.

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ON STRATEGY mission is to help
our clients to build **strategy
execution best in class practices**
to develop sustainable advantages
and enable business growth.

United States

Toll-free number: +1 (800) 684-0124

Phone number: +1 (818) 284-2918

Mailing address: ON-STRATEGY, LLC
80 S.W. 8th Street, Suite 2000
Miami, Florida 33130, USA

Latino America

Argentina: +54 (11) 5031 2026

Chile: +56 (22) 2350797

Colombia +57 (1) 381 9648

Honduras: (+504) 9967 2215

Mexico: +52(55) 5335 0800

Peru: +51 (1) 641 9426

contact@on-strategy.com

www.on-strategy.com

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NOVARTIS - MANE - PEMEX - RH SHIPPING - SAP - SCOTIABANK - SEARS - SECRETERIA DE SALUD - SPORTS WORLD -
TELEFÓNICA - TELMEX - TUPPERWARE - URREA - VOLKSWAGEN - YOUNG & RUBICAM - WORLD VISION - WUNDERMAN...