

STRATEGIC HR PLANNING: STEP-BY-STEP

A HR strategic plan supports and protects a company's most critical asset: **its people**. If your organization doesn't have a concrete HR strategy in place, or if you are using an outdated one that doesn't meet the demands of 21st-century business, it may be time for a fresh approach. Below are a few tips when creating an HR strategic plan.

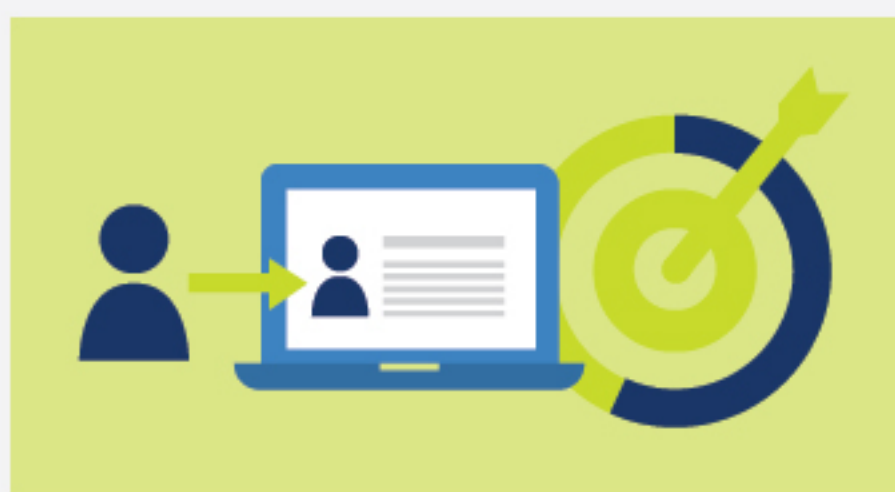


1 Assess Your Current HR Practices

51 percent of employees intend to leave their current job – are your HR programs, services and technologies delivering the experience your employees want?

2 Align HR Strategy with KPIs & Company Goals

For example, if your company wants to improve retention, set an HR goal to strengthen the onboarding process. Employees that work for companies with structured onboarding programs are **58 percent more likely to still be at the company in three years**.



3 Identify Ways to Measure Employee Engagement



Companies with engaged workers have **6 percent higher net profit margins**.



Use pulse surveys and collaborative tools to continuously measure employee engagement and job satisfaction.

4 Implement an Analytics Plan to Improve Strategic Decision-Making



71 percent of HR departments use data to locate, recruit or choose job candidates.



63 percent of HR departments use data to pinpoint the causes of turnover and develop retention strategies.

5 Use Technology to Support Your Plan

Select a solution that alleviates administrative tasks so you can focus on strategic initiatives while also providing advanced analytics features and a user experience your employees will love.

Organizations with high HR Technology adoption in SMB see greater revenue per employee, higher business outcomes, and are **75% more likely** to be viewed as a strategic partner by their business leaders.

