

Topic: Strategic Human Resources

Result:

Client organization moved human resources from an administrative function to a strategic contributor function resulting in greater effectiveness

The CFO of the client company contacted Consulting Resources to determine the competencies of the human resources group to help lead the changing strategic direction of the growing company. The intent senior leadership team was not to eliminate the existing human resources professionals but to clarify the knowledge, skills and behavioral competencies that were needed.

Key Steps:

- The Consulting Resources consultant team collected data, conducted individual interviews with the human resources staff, other internal constituencies, senior leadership members, and external constituencies.
- The Extended DISC Personal Analysis was used to profile the individual human resources staff. (These individual reports were for the consultant's review only and were not given to the company's leadership.)
- The Extended DISC Job Analysis leadership questionnaire was used for 2 key jobs within human resources. Up to eight respondents were selected to participate with the frame of reference to define the job as it should be to lead the changing strategic direction. The consultant team also completed the Job Analysis leadership questionnaire from their perspective.
- The Extended DISC baseline data provided the basis of strategic human resources profile and human resources jobs were re-aligned accordingly.
- The consultant's report of findings was presented and a new strategic direction was established for human resources. The strategic human resources group continues to contribute to the growing business model of the client company.