Strategic HR consulting

I have been **in the human resources field since 1996**. During years, I have come across different corporate strategies, management styles and ways of setting up HR departments. I also had the opportunity to **formulate and implement HR strategy several times**.

A good **corporate strategy should include a "human dimension"**. A good HR strategy should in turn be a logical reflection of the business strategy and **help achieve the company's priorities and objectives.** Unfortunately, it is not always the case a these two are far from one another.

Therefore, in organisations we sometimes struggle with a set of HR processes that people don't understand. People in HR don't see the benefit of their work. They'd love to be a **true "HR Business Partner"** but it doesn't quite happen. Business, in turn, sometimes lacks a **strong voice** to bring people topics to the table, to ask constructive questions and to challenge what is requested from employees to turn the company vision into reality.

I'will be glad to **assist you in building people management strategy** that will:

- **reflect the corporate strategy** and contribute to the achievement of the organisation's goals,
- **engage your employees** and help them understand how their work contributes to business' success and what's in it for them,
- **help HR people become true partners** with tangible impact on the business and its people.
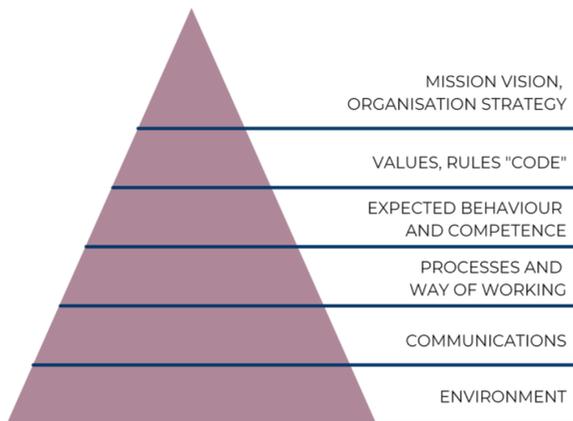

What we look at when building HR strategy

(we always work from the top)

Each individual "tier" will have an impact on the resulting HR strategy and at the same time the **HR strategy should encompass all of these tiers.**

If the individual layers build on each other and **create a coherent system**, then a company culture is created that **sets you apart from other organisations** and can be a powerful tool for **engaging and retaining** your employees.

Pyramid (from top to bottom):
- MISSION VISION, ORGANISATION STRATEGY
- VALUES, RULES "CODE"
- EXPECTED BEHAVIOUR AND COMPETENCE
- PROCESSES AND WAY OF WORKING
- COMMUNICATIONS
- ENVIRONMENT

Topics I usually work on

HR STRATEGY

Setting a strategy in working with people that keeps them **engaged, aligned and delivering** the performance you want

COMPANY CULTURE

Building an atmosphere that **reflects the direction** of your company and is **attractive to employees** and the labour market

HR TEAM DEVELOPMENT

Support HR managers in the implementation of HR strategy - **development of HR competencies and business partnerships**

Methods I use

Working with Top Management

- **Individual consultations with members of top management**
- **Workshops for company executives**

Working with HR

- **HR consultancy**
- **Mentoring for HR professionals**
- **Workshops and trainings for HR teams**
- **Individual coaching**

Examples of implemented projects

- Creation of HR strategy and setting up of corporate HR processes in line with the company's objectives
- Building corporate culture: defining corporate values in line with the company's vision, roll-out and implementation into HR processes and internal communication
- Review of corporate values and their implementation in HR processes
- Creation of a recruitment system
- Design and management of assessment and development centres
- Setting up a management training system
- Revision of the employee evaluation process
- Supporting the implementation of changes in the company from the perspective of communication and change management
- Re-design of the HR department structure
- Workshop to support collaboration between HR teams
- Well-being programme for HR - a series of workshops focused on resilience, stress management, uncertainty and emotions
- Coaching posture for HR - how to be a trusted business partner
- Training programme for HR managers - Facilitation workshops
- Team coaching for HR shared services