

strategicinterventions

Your Business Catalyst

Human Capital Challenges

Human Resources form the most vital element of any organization and the most complex as well. Human Resources continue to be the most significant challenge for any industry. Some of the following challenges would seem familiar:

- Do we have the right HR policies?
- How do we enforce policies?
- Do we have the right set of organizational competencies?
- Do we have the right organization structure?
- Do our people understand their roles and how they are measured?
- Are our people adequately trained?
- Are we compensating them adequately?
- How do we benchmark our compensation model?
- How can we implement variable pay systems?
- How can we keep our people skills contemporary?
- How can we make our people more competitive?
- How do we measure our people in an unbiased manner?
- How can we translate our business goals into people metrics?
- What is the best performance management system suited to our needs?
- Our industry is unique – can I create a competency dictionary for the organization?
- Are our people adaptable to change?
- How do we manage change?
- How do we create a performance culture across the organization?
- What is the type of reward programs we could implement?
- How do we motivate our people?
- How do we empower our people?
- How do we create high performance teams?
- How do we build effective managers?

Business HR: Line responsibility

In modern organizations, Business HR is a part of every manager’s role – examples include hiring, induction, training, mentoring, coaching, compensation management, performance management, growth, empowerment and delegation.

However, all of this is easier said than done since each organization has its own cultural nuances and a combination of home grown vs. lateral hires. The organization needs to put in place the right environment, processes and culture to ensure business HR works in tandem with organization business goals and expectations.

At SI IPL, we help organizations build the right foundation elements for Business HR through our facilitation workshops, operational advisory, focus groups, tools and frameworks. We work on short term and long term project models (these include growth related rollouts spanning 12-18 months that are linked to business lifecycles).

Corporate HR: The external view

Corporate HR is usually a senior management charter since it looks at the quality of human resources, benchmarks with other organizations, leadership and other organization development issues such as sizing of work units, developing a customer focus attitude within the organization and ensuring appropriate value systems.

All of the above is equally challenging task since it needs senior management attention and involves working with several intangible parameters and above all requires working on the individual and organization psyche.

At SI IPL, we help organizations bring in external industry practices, conduct cross functional exercises and provide external mentoring / coaching to remove any internal bias.

Processes and Systems: A firm foundation

In order for HR to be effective, an organization needs a firm foundation in the form of well thought out systems and processes meshed into a strong organizational framework that is derived from the organization’s value systems and corporate philosophy.

HR processes and systems need documentation and technology to implement effectively and need to be audited / revised in line with change in organization policies. The challenge here is how these are communicated and how friendly the implementation approach is.

At SI IPL, we help organizations create employee handbooks and policies, design systems to facilitate measuring employee productivity and support the go live process especially for critical areas such as compensation, performance and training.

SI IPL HR Practice services

Domains serviced: Manufacturing, Healthcare, IT, BPO and Financial Services.

Business HR <ul style="list-style-type: none"> - Recruitment planning - Induction training design - Compensation fitment - Training need analysis - Coaching / Mentoring - Reviews and appraisals 	Corporate HR <ul style="list-style-type: none"> - Policy design - Compensation planning - Role definitions - Organization structure - Work unit structure - Balanced scorecards
Systems & Processes <ul style="list-style-type: none"> - Employee Blue Book - Performance management - HR Quality system - HR repository design - Employee intranet design - Employee self services 	Organization Development <ul style="list-style-type: none"> - Organization competency - Competency dictionary - Change management - Leadership development - Manager workshops - Reward programs

Our services span advisory, design, documentation and implementation support and are modular in nature depending on the need. We can also recommend appropriate software as needed which is pre-qualified for different organization environments.