



# A Plan For Your People

The What and  
The How

[Peoplepuzzles.co.uk](http://Peoplepuzzles.co.uk)

# The compelling case for Strategic HR

- **TALENT:** the competition to attract and retain has never been so intense
- **EXPERIENCE:** employees don't just want a job - they want an experience!
- **BRAND:** 50% of workers said no to a company with a poor reputation even if the pay was more
- **PEOPLE:** still your single biggest competitive advantage
- **EXPERTISE:** it makes sense to have a people expert/specialist supporting your business

# What is Strategic/ Transformational HR?



# Developing a People Strategy



# Assessing your current people strategy...in 45 mins!

- I will share with you the key people components in each area of the wheel
- After each area of the wheel, I'd like you to score your business as Red, Amber or Green
- Then we can discuss why and what next....



# People Processes

1. Recruitment processes that work?
2. Effective Performance Management?
3. Handbooks, Policies and processes up to date and bespoke for business?
4. Compliance: e.g. Equal Pay Audit (+250 employees) , New Contract legislation 2020?
5. Good HR Metrics?
  - Attendance
  - Retention
  - Training
  - Low / No Employee Relations Issues
  - High Employee engagement scores



# Structure

1. Roles and responsibilities clear?
2. Employee accountability?
3. Right people in right roles?
4. Succession / Exit Plan in place?
5. Planned Pay and Reward structures and reviews in place?
6. Agreed resourcing plan to facilitate growth?
7. Workplace design?



# Talent

1. Induction/ onboarding process in place and defined time to get from New Starter to Competent to Star Performer?
2. Skills gap analysis in place?
3. Coaching conversations / performance reviews / 1-2-1's happen consistently?
4. Apprenticeship / A Level / Graduate Schemes live?
5. Team leader / Middle Management Skills trained/in-situ?
6. Clear career path opportunities?
7. Leadership / Board Development?





# Culture

1. Are the Values / Key behaviours defined and understood by all?
2. Are the Values / Key behaviours incorporated into the processes and ways of working?
3. Employee Voice - Pulse surveys or an engagement survey are in place ..... and acted on?
4. What employee recognitions tools are live?
5. Does your internal culture match external employer brand?
6. Do people want to work here? Can we attract and retain good talent?
7. How do we demonstrate that employee wellbeing and flexibility are important to us?



# Leadership

1. Are the right caliber leaders around the Exec Board Table?
2. Do they have the right skills for the next phase of business growth?
3. Are the leaders aligned on the values and business goals?
4. Is internal communication clear and cascaded through the business?
5. Do the leadership team role model the values / behaviours?
6. Is there an ongoing SLT Development Plan in place?



Overall Reflections  
and Scores .....  
Now what? next  
steps?

---



# Healthcheck

- Get your free personalised report on how to accelerate your business growth
- [www.peoplepuzzles.co.uk/our-approach/health-check/](http://www.peoplepuzzles.co.uk/our-approach/health-check/)
- [www.peoplepuzzleshealthcheck.scoreapp.com](http://www.peoplepuzzleshealthcheck.scoreapp.com)

**Your Report Overview**

of this healthcheck is to give you a personal report into the health of your business and perspective.

is split into 6 elements which are all critical to how your business is set up to grow. Each section will overview your score and offer tips to drive further acceleration and growth from where you are.

We've scored you against the following key areas

Business Strategy 14%	Leadership 40%	Culture 40%
Talent 10%	Structure 40%	People Process 40%

**Tips to improve your Business Strategy**

Don't worry, you're not alone - understanding the 'how' is a common gap in businesses that succeed or have grown quickly. Here are some tips to help you to create a clearer business plan.

**Define the 'As Is'**

How is the business currently performing? What do your customers say you do well or not so well in? Is the business structured well, what skills are in the team and what is missing? What are you or looking to grow?

**Big, Bold, Ambitious Goal**

Define your ambition. The phrase 'Big, Bold, Ambitious Goal' phrase comes from the book 'The Successful Habits of Visionary Companies' by Jim Collins and Jerry Porac. A BHAG is a clear, compelling long-term goal that everyone in a company can understand and rally behind. E.g. 'computer on every desk in every home (1980-1985)'

**Business Strategy**

Are you the right people in the right seats? Assess together to fill any gaps. Without the right talent and...

...working structures, but the one we first works to define a daily structure (18:30-19:00), a weekly team meeting (12-14 hours) and then a quarterly...

...with our clients, so if you feel that your strategy...

**Business Strategy**

Your business strategy creates the vision and direction for the whole organisation. It aligns everyone with the goals of the business meaning growth and progress can be accelerated.

How clear do you think you and the rest of your team are on your strategic direction?

Whether you are a well-established family business, an owner-managed business, or an ambitious growing mid-tier firm, it is likely that you are already planning for the future. This could be a fully formed company strategy with associated business plan, or it could be a simple set of financial goals for the following year.

To underpin that growth, it is vital that you also develop a people strategy. You need a plan to ensure that you have the right talent within the business as it grows, the skills and management behaviours required and a robust resourcing plan to deliver your increase in turnover.

Please to a successful full business plan, management and systems. Well!





People Puzzles Ltd

Jim Lister

Regional Director YNE

[jim.lister@peoplepuzzles.co.uk](mailto:jim.lister@peoplepuzzles.co.uk)

07989478323