



8020 Vision

Clarity
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888.344.8020

www.8020VISION.com

The HR Imperatives

What are the TOP FIVE things that are keeping HR up at night? (HR.com survey results)

1. How do I create an organization that adds value?
2. How can I jump-start problem solving amongst my organization's employees?
3. How can I build relationships and create a network that supports me?
4. How do I synchronize my HR strategies with objectives to deliver measurable ROI?
5. How can I attract, retain and engage high performing employees?

So what are the HR Imperatives?

Take a systems approach	<p>You would not produce a product or service without quality control systems so why would you approach your most valuable internal assets any differently?</p> <ul style="list-style-type: none"> • What 20% of your HR system tools and processes are producing 80% of your talent results? • Unfortunately, in HR, you can get it right 80% of the time and the 20% you miss will cost you talent!
One size does not fit all	<p><i>The science is in the systems; the art is in selecting the tools and processes that fit the culture and drive engagement.</i></p> <ul style="list-style-type: none"> • What are the "must do" cultural elements that are mission critical for achieving the organizations goals?
Technology is not the answer	<p>Everyone wants a magic pill to make them well; consultants are selling technology pills.</p> <ul style="list-style-type: none"> • What is the simplest, easiest, lowest barrier-to-entry, technology toolkit that will help drive good planning and evaluation for your organization?
Build a culture of engagement	<p>The HR research community is promoting the importance of engagement to recruitment, retention, and succession planning. It is time to get on board with this simplest of all human value propositions!</p> <ul style="list-style-type: none"> • How do we create a workplace that attracts top performers, inspires them, and encourage them to "spread the news" and stay for the long term? What are the "low hanging fruit"?
Define and Align to the organizational goals	<p>HR exists to facilitate the people side of the business. Get over yourselves – it's time to make your function the "automatic transmission" that makes this car fun to drive.</p> <ul style="list-style-type: none"> • What are the top requirements for organizational success and who needs to do what to achieve those results? That is your mission!

Workshop Process

The HR Imperatives uses a three-phase process – preparation, brainstorming and action planning. During Brainstorming and Action Planning, you participate in a variety of fun teambuilding activities to help keep the team engaged and get the creative juices going.

Note: this workshop can be conducted as a 1 day brainstorming / action planning session by applying the 8020 framework to the brainstorm results and taking a "performance tuneup" approach. If a comprehensive set of solutions is desired then multiple days are more effective.

"There's a definitive link between employee engagement and business results. Organizations that can close the engagement gap are far more likely to have stronger business performance."

Julie Gebauer
Managing Director and leader of Towers Perrin's Workforce



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Example Workshop Schedule

Workshop Preparation & Customization

Identify participant needs and define:

- Objectives and desired outcomes
- Deliverables
- Participation requirements
- Optimal facilitation methodology
- Craft program agenda to achieve the objectives

Day 1: Brainstorming

Depending on the objectives, Day 1 will typically focus on:

- Defining HR Imperatives as forward-looking, positive outcomes to be achieved.
- Generating large volumes of high-potential ideas through powerful, divergent thinking excursions.
- Selecting ideas most likely to yield the defined outcome, using a simple but effective Return on Investment selection process.

Day 2: Action Planning

Establish individualized commitments and action plans.

- Assess selected ideas to determine core values as well as critical implementation challenges.
- Establish SMART HR Imperative Plans (SHRIP) that invite participants to sign up for key components of the plan.
- Resolve critical challenges to establish momentum for execution of the SHRIP.

Who should attend?

C-Level Executives, Senior Managers of HR, Training and Development.

Location

Though we deliver our workshops anywhere in the world, we encourage you to consider doing this work away from the office – in a setting that allows the team to unplug from day-to-day pressures and make the most of the two-day workshop. We partner with a variety of hotels and resorts that have facilities, if you need suggestions for a venue that meets your organizations needs.

Workshop Cost

Every workshop we do is tailored to meet the specific objectives of the team.

Workshops cost \$485 per participant, which covers up to 16 hours of pre-planning/customization, and the two-day workshop. Call us to discuss your specific objectives and requirements and we will provide you with a detailed quote.

Next Steps

For more information about The HR Imperatives or any other 8020 Vision programs or services, please visit our website at www.8020vision.com or contact us toll free at 1.888.344.8020.

About us

We are experienced executives and facilitators, with a rich background in helping public agencies, companies, teams, and individuals focus on effective solutions to complex problems.