

A New Model for Human Resources

Tuesday, October 4th, 2011

Welcome and thank you for joining us

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Movement to World Class Status

- Must design a Renewal system with the capability of sustaining the culture & its strategic intent.
- Must establish a Talent Development system capable of not only addressing leadership Development but Influencing the Human Experience of all employees
- Must achieve operational excellence by implementing and embedding a Continuous Improvement Initiative.
- Must establish Continuous Feedback loops (HR Survey) to address needs of those it serve

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9 Strategic Imperatives

- Create Internal/External Assessment
- Relationship Building
- Create Strategic Plan
- Design Talent Development Program
- Implement Continuous Quality Improvement Program
- Establish Strategic Repositioning mechanism
- Create Shared Services Strategy
- Create Leadership Assessment & Team Building Tool capable of driving self reflection (Insights).
- Human Resources Reorganization

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Spring 2011 HR Assessment



Who responded?


A total of 416 employees provided feedback

Faculty	23.20%	97
Exempt-Staff	31.80%	133
Classified - Staff	45.00%	187



Human Resources Strengths

- Personnel
- Content of website
- Keep practices compliant and updated with current employment law
- Customer focused
- Direction of new leadership
- Defined positions
- Good access to building, people and information



Human Resources Weaknesses & Opportunities

- Very difficult to reach anyone
- Understaffed- Better manage staffing needs
- Accessibility- Ticket system
- Too much turnover - Communicate changes
- Reach out to off-campus folks - Video
- No defined mission - Clearly communicate our 3-5 year plan
- Staff seems unwilling to embrace change
- Too "Black and White" - Communicate options/changes
- Unclear processes - Create clear, published, consistent guides for all processes
- Too centralized in decisions - Include departments
- Website content is difficult to locate - updated Benefits webpage
- Develop on boarding

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Six Key Focus Areas

- 24, 72 & 7 Project
- Restructure HR Proposition & Reorganize HR Business Model.
- Implement Kaizen Continuous Improvement Initiative.
- Design and Launch Supervisor Training Program
- Develop Insights interpersonal training
- Build off the Facilitation of Dr. Kroth & Develop 3 to 5 Year.

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Organizational Effectiveness

Whatever your vision, we can help make it a reality!

Some examples of what we do:

- Organizational Design
- Action Research
- Coordinate an effective approach to an organization-wide strategy
- Develop performance improvement project teams
- Strategic planning
- Organizational change management
- Survey feedback
- Kaizen
- Continuous quality improvement
- Develop strategic partnerships across campus to meet the emerging organizational needs based on the mission, vision and strategic plan of the University of Idaho

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Questions/Discussion

Thank you for joining us today!

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