A New Model for Human Resources

Tuesday, October 4th, 2011

Welcome and thank you for joining us

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.

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 tools capable of driving self reflection (insights).
- Human resources reorganization
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

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.

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
Questions/Discussion

Thank you for joining us today.