Strategic Human Resources

A Roadmap for Helping Transform Your HR Function to Be the Best it Can Be

The majority of those responding to the online CUPA-HR poll of HR departments are at the beginning of the journey toward working strategically.

The Journey Is Long

- **1%** Consider themselves "fully evolved and strategic"
- **27%** Consider themselves to have made "significant progress" toward modernizing HR and adding strategic services
- **32%** Are mostly transactional and consultative with little to no strategic services
- **40%** Are "just beginning to modernize HR and strategic services"

169 people polled during the November 6, 2018, CUPA-HR webinar "Defining and Creating Organizational Excellence: A Roadmap."

The Challenges Are Many

- **33%** Use inefficient manual processes
- **26%** Lack technology/automation
- **21%** Lack strategic capabilities and services
- **25%** Feel historical reputation of their HR department is a hurdle
- **7%** Indicate a need for leadership to support Strategic HR efforts

207 people polled during the November 6, 2018, CUPA-HR webinar "Defining and Creating Organizational Excellence: A Roadmap."

The Roadmap is Clear

The journey to strategic HR is clear. Departments should:

1. Provide an effective methodology and approach for assessing the quality, effectiveness and efficiency of the HR organization
2. Analyze the findings of the assessment and develop a roadmap for transforming HR
3. Review leading HR structures and practices within higher education and industry-at-large
4. Provide thought leadership and expertise in HR transformation, organizational design, and organizational effectiveness
5. Identify potential barriers to successfully implementing HR improvements and recommend strategies for mitigating against those barriers