

TOP HABITS OF HIGHLY SUCCESSFUL Human Resources Departments

Simplify and focus on what will most efficiently and effectively drive business results needed by your business partners and stakeholders.

NETWORK WITH OTHER HR PROS

- Provide mutual support.
- Share best practices.
- Build knowledge base.
- Exposure to other industries and business insights.
- Networking.

ACT AS ONE BUT RELY ON INDIVIDUAL STRENGTHS

- Coordinate efforts.
- Ensure internal department communication.

GET OUT AND INTERACT

- HR team members should socialize and interact with employees of all levels. Be authentic. Share a little about who you are while remaining professional.
- Cultivate reliability and rapport.

EMBRACE TECHNOLOGY

- Increase efficiency of transactional tasks. Help empower employees to gain confidence with their own technical abilities.

CREATE AND FOSTER EMPLOYEE VALUE

- Present and demonstrate reasons for coming on board and staying with company. Engage so that they contribute to company's success.

CONSOLIDATE SYSTEMS FOR EFFICIENCY

- Create and implement a strategy to deliver seamless experiences and offerings to employees. Stop adding niche programs. Refrain from cobbling together disparate systems, applications, etc.

GET REAL WITH SURVEYS

- Ensure leaders are driving it. Support leaders' efforts. Be certain that leaders and HR can deliver real and timely action (follow-up) based on survey results. Communicate effectively.

RELY ON DATA ANALYTICS

- Evolve beyond "gut feelings." HR is the keeper and curator of incredible amounts of data. Thoughtfully provide data needed for business to make better decisions.