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STRATEGIC HR ADVISORY
DIAGNOSTICS · DEVELOPMENT · REWARDS

HR Strategy & Roadmap: From Fundamentals to World Class

Eight core HR programs, two stages of maturity. Use this roadmap to see where your organization stands today, where the gaps are, and what "great" looks like as you grow.

HR CORE PROGRAM	DOING THE FUNDAMENTALS	EMERGING & MOVING TO WORLD CLASS
CULTURE DEVELOPMENT Engage & Retain		
Core Values, Mission & Vision that Inspire	Build an onboarding program that is a true reflection of the organization's culture.	Develop a bottom-up culture strategy, sponsored by the senior team, that drives a great culture and results at the same time.
Career Path Strategy	Create pathways for staff to grow laterally (individual contributor) *and* along a management track.	Formalize a plan to capture and transfer knowledge as staff move into new roles.
Leadership Development	Supervisory and management development to strengthen current leaders.	Targeted, customized leadership development with external partners to build the future leadership pipeline.
CORE HR PROGRAMS Alignment to the Organizational Strategic Plan		
Talent Acquisition Strategy	A solid internal recruiting team and/or outsourced partner to fill key roles and onboard new hires successfully.	Proactive workforce planning to anticipate future needs and manage the talent pipeline (e.g., college recruiting, strategic partnerships).
Performance Management Mindset	Systems to set goals, coach, and give regular feedback, including flexible performance reviews.	Succession plans by department: key roles, ready replacements, and well-managed transitions.
Total Compensation Framework	A philosophy to reward staff at all levels: base pay, incentives, and long-term compensation.	Continually recalibrate compensation programs to achieve business results.
Policies, Procedures & Risk Management	An employee handbook "culture guide" and policies that are flexible yet protect the organization.	Monitor and adjust to stay compliant as laws and the organization change.
SYSTEMS & TOOLS TO MEASURE Return on Investment		
HR Data Analytics & Operational Efficiency	Identify key metrics (key-staff retention, revenue/profit per employee, cost of hire). Audit payroll/HR systems and processes; complete needs analysis, RFI/RFP, business case, and selection where applicable.	Monitor, track, and act on people analytics; leverage systems to drive process efficiency.

Where does your organization stand? Consult HR Partners can benchmark you against this roadmap and build a prioritized plan. **Start the conversation →**

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How to use this roadmap

Most organizations aren't uniformly "behind" or "ahead." They're strong in some programs and running on workarounds in others. The roadmap makes that visible so you can invest where it matters most.

1
Locate

For each of the eight programs, mark whether you're not yet there, doing the fundamentals, or moving toward world class.

2
Prioritize

Circle the two or three gaps that most affect your strategic plan, such as retention risk, leadership bench strength, or pay competitiveness.

3
Sequence

Lock in the fundamentals before reaching for world class. A succession plan won't hold without a working performance process underneath it.

Quick self-check

CULTURE

- ☐ Could most employees describe our values in their own words?
- ☐ Does onboarding feel like our culture, or just paperwork?
- ☐ Do strong individual contributors have a way to grow without managing people?

CORE HR PROGRAMS

- ☐ Do we know which roles we'll need to fill in the next 12–24 months?
- ☐ Do managers coach and give feedback more than once a year?
- ☐ Do we have a written compensation philosophy?
- ☐ Is our handbook current and compliant?

MEASUREMENT & ROI

- ☐ Do we track retention of key staff and cost of hire?
- ☐ Do our HR and payroll systems save time, or create it?
- ☐ Can we show leadership the return on people investments?

Where Consult HR Partners helps

Diagnostics

Organizational HR assessments that benchmark you against this roadmap and give you a prioritized action plan.

Development

Leadership and supervisory development, succession planning, and culture strategy built around your organization.

Rewards

Total compensation philosophy and frameworks that attract, retain, and reward the right results.

Not sure where you stand?

Let's walk through the roadmap together and map your next 90 days.

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This roadmap is provided for general informational purposes and does not constitute legal advice. Consult qualified counsel on employment law and compliance matters.

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