

# BRINGING FOCUS TO HUMAN RESOURCES

4 places to start

## 1 DO THE RIGHT THINGS

PEOPLE - Individual capabilities  
TEAMS - How people work together  
ORGANIZATION - Networks & resources  
CULTURE - Shared norms



## 2 DO THEM WELL

Strengthen HR capability and capacity to positively impact PEOPLE, TEAM, ORGANIZATION and CULTURE. Build the key skillset of INFLUENCING throughout the HR organization.

## 3 MAKE IT EASY

Continuously improve processes at all levels of the function. Remove unnecessary steps and ensure human touch-points only happen where there is clear value-add to decisions.



## 4 GET THINGS DONE

Stop rewarding the surviving hero(ine). Adopt a project management mindset, whether you structure work in projects or not. Manage DECISIONS, ISSUES & RISKS proactively and rigorously

ALL COMPETITIVE ADVANTAGE DERIVES FROM  
PEOPLE, TEAMS, ORGANIZATIONS AND CULTURE

VB<sup>llc</sup>

Read more at [viewbeyondllc.com](http://viewbeyondllc.com)