

CHECKLIST

Implementing an HRBP Model: Assess Business Readiness

- Your current HR framework is struggling to keep up with the organization's growth.
- HR processes are becoming cumbersome or there's a noticeable lag in response times to HR-related inquiries as the company scales.
- A uniform HR solution is becoming ineffective as the organization scales.
- There is a lack of strategic alignment between current HR practices & business objectives.
- Your HR function is primarily focused on operational and administrative tasks, even though your organization requires more robust HR solutions.
- Your organization is experiencing difficulties in attracting and retaining talent, or if employees are increasingly seeking more from their employment experience.
- There is a gap between business leaders' expectations regarding HR's contribution & the current role HR plays.
- There is commitment from senior leadership towards transforming HR into a strategic partner within the business.
- There is a willingness to allocate resources & support changes in organizational culture.
- The organization shows a willingness to invest in HR resources.
- The business is prepared to move non-HR-related functions to other departments within the organization.
- The organization understands that there will be increased costs in the short term while the HRBP model is being implemented.
- Evaluate the team's current skill set & the need for new skill development, role changes, and operational approaches.
- Develop a talent strategy to either build required skills internally or acquire them externally, recognizing that the change may not suit everyone.

Hrbp Sample Questions

Kathleen Armour



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