Modern HR leaders have evolved into persuasive, valuable power players within the C-Suite, fully dedicated to impacting the growth of their business. They now have a hand in more executive-level initiatives such as influencing business strategy, predicting employee performance outcomes, and unleashing the organization’s energy, *per Harvard Business Review*. Given this increased influence in the C-Suite, HR leaders are collaborating more frequently with Finance leaders to achieve business goals.

The following checklist will address the different ways HR leaders can work with Finance to propel their business to the next level.
Build trust with the Finance leaders in your business.

Showcase your understanding of business operations.
For example, how can the business automate more processes and create efficiencies?

Prove ROI quickly with HR-related investments.
For example, show Finance leaders the ROI of things like company-wide employee benefits and professional development programs.

Establish alignment with the Finance team.
Reiterate that you’re on the same page as the Finance team and make sure your goals are aligned. For example, if the business saves $x number of dollars in the budget for a given quarter, where can these dollars be re-invested next quarter?

85% of surveyed Motus customers re-invested the cost savings from Motus into their organization by investing in other areas of the business.  

Source: TechValidate
Implement new policies together with a plan.

But what should this plan include? What should it answer or address?

- Budget
- Timelines
- Implications for individuals
- Implications for business
- Training
- Communication
- Necessary resources
- Technology
- Documentation
- Managing change resistance
- Assessing policy over time
- Adjustments for success

If you’re able to check off the above items then you’re in great position to become a more empowered and trusted HR leader in your business. Check out “The HR Leader’s Guide to Implementing Policy” for more insights into driving fair policies that impact your business.