

Business Challenges Have HR Solutions

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What is HR?

Agenda

- Startup
- Growth
- Established
- Expansion
- Maturity
- Exit



Startup:

Building a Talent Advantage



If I am the best _____ why would I work for you?

- Attract and Develop the best talent possible
- Develop incentives that optimize employee performance
- Identify strategies that engage and energize your workforce

Startup:

Develop Leadership at all Levels

- Identify and equip leaders to create a competitive advantage
- Develop nimble leadership
- Ensure leadership transitions that create minimal disruption



Growth:

Develop Corporate Culture by Design

- Assess the values and experiences that shape your current culture
- Identify strategies and practices to shift to a performance-driven culture
- Use your strengths to foster a positive thriving environment



Growth:

Align Your Organization

- Align executives to drive growth and profitability
- Create a strategic plan that differentiates you from your competition
- Cascade your vision, strategy, and goals for optimal employee performance



Expansion:

Develop a Competitive Wage and Salary Program

- Identify key factors to attracting and retaining top talent
- Measure Employee Engagement
- Reduce Employee Complaints of overwork and underpayment



Expansion:

Define the Right Incentive Compensation Structure

- Implement Strategic initiatives that drive profitability
- Assess skill based pay to design an incentive program
- Improve performance through alignment of initiatives



Maturity:

Mitigate Your Risk

- Protect the company from litigation
- Reduce the frequency of employee injuries and accidents
- Update your employment policies to keep pace with regulatory legislative changes



Exit:

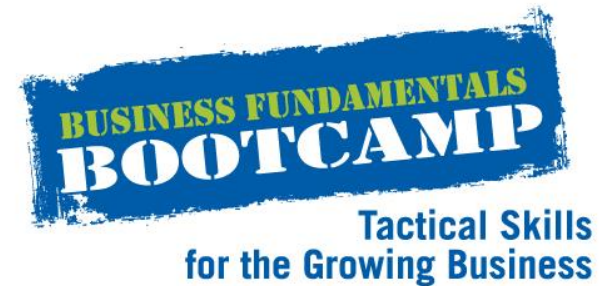
Manage M&A

- Prioritize your revenue and profitability goals
- Reduce operational inefficiencies
- Minimize or eliminate culture clashed between companies



What is HR?

- Move HR from transactional side of business to strategic.
- HR can be a revenue generating part of your business



ANY FINAL QUESTIONS?

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