

Snapshot

HR Healthcheck



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At Hunter Adams we like to talk about 'redefining HR' - moving away from traditional HR and helping companies grow and increase their bottom line profitability.

We've spent the last nine years travelling around the UK and internationally talking to our clients' teams to understand what motivates them, what frustrates them and what needs to be done to engage them (and make them as productive as possible).

So, with an employee's hat on, in the following pages we've listed some of the key areas that help employees to be effective at work and make them want to stay with their employer.

If you want to maximise your profitability and make scaling less painful, this is a useful guide as to what you need in place – sorry to say but, contracts and handbooks simply aren't enough these days.

Vision & Strategy

- Do you have a clear business plan in place?
- Is the business plan (or at least key strategic objectives) communicated and understood by employees?
- Do employees know which direction you are taking them in and why?

Organisation

- Have you designed your organisation based on the way in which work-flows through the company via organisational design? *(otherwise your managers will spend 60%+ of their time fire-fighting and not supporting employees)*
- Does everyone in the organisation have clearly defined roles and responsibilities? *(sounds like traditional HR, but lack of clarity in this area is one of the greatest sources of conflict in a team, as well as being a key reason for people not taking accountability)*
- Do your employees understand their role in delivering growth for the company?

Communication

- Have you asked your employees how they would like to be communicated with?
- Have you asked your employees what they would like management to communicate about?
- Have you implemented a communications plan based on that feedback?
- Do you have processes in place to enable two-way communication (e.g. employee involvement schemes, employee forums, etc.)
- Do you share good news and bad news?
- If you need to reduce costs or restructure do you listen to proposals from your employees?

Flexibility

- Do you recognise the power of individual choice as one of the game changers to culture?
- Do you give everyone the same benefits/reward package, or do you let them choose what works for them (flexible benefits)?
- Can you demonstrate fairness in reward in the company?
- Do you offer flexible working arrangements (formal ones)?
- Do you allow / encourage home working?

Career Paths & Career Progression

- Do you have a visible career path / ladder that is explained in writing?
- Do you have a clear competence model for each discipline so that employees understand how to get to the next level of the career ladder?
- Is your competence model clear so that pay and promotion decisions are made fairly and equitably?
- Are your managers trained to coach employees and career manage them?

Culture & Engagement

- Have you recently asked your employees what they like and what they dislike about working for your company?
- Have you addressed the feedback?
- Have you communicated the outcomes / fixes?
- Do you have sound values that the management team role model?
- Are you confident that your line managers and supervisors are effective people managers?
- Are your leaders engaged?
- Are you a visible, cohesive leadership team?

Reward

- Have you recently benchmarked your levels of pay against your peers / competitors and addressed the findings?
- Have you recently benchmarked your benefits against your peers / competitors and addressed the findings?

Strategy

- Have you discussed and agreed as a management team what kind of culture you want?
- Do you have a people strategy to get the culture you want?
- Are you agreed as a leadership team what your people related priorities are so success is possible?
- Do your leaders understand their role in ensuring that you create a culture where people are engaged and retained?

Get in touch

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