

CHRO ESSENTIALS

CHRO Essentials is a tailored, comprehensive service that turns your vision into an executable plan. As part of this strategic service, our senior HR and strategy experts will partner with you to analyze your current business processes, assess your strategy and vision, and deliver a detailed execution plan complete with milestones, resource investment, and measurable success metrics.

3 ESSENTIAL COMPONENTS

CHRO Essentials will seek to understand your vision and define a strategy and roadmap to achieve it.



VISION

Conduct a diagnostic assessment to understand the current state and develop a vision to address gaps and achieve desired state outcomes.



STRATEGY

Define capabilities and prioritize initiatives needed to realize your strategy while providing the flexibility to expand and scale as the business requires.



ROADMAP

Create a roadmap to define initiatives and deliverables to track progress and communicate the status to the appropriate stakeholders.



**67% OF
WELL-FORMULATED
STRATEGIES FAIL DUE
TO POOR EXECUTION.**

-Harvard Business Review

Clients have the option to take advantage of services such as an analysis of talent acquisition processes, an onboarding maturity assessment, a talent capital portfolio scoring, risk and SWOT analysis and a full cost analysis of current HR solutions.

BUSINESS IMPACT

As a result of our engagement, you will achieve a holistic strategy aligned to business outcomes. CHRO Essentials can impact the following disciplines:

- **Talent Management:** Recruiting, onboarding, learning and development, performance management, mobility and succession planning
- **Organizational Structure:** Roles & responsibilities, workforce planning and change management
- **Security & Governance:** Security, legal, governance, technology and asset and facilities management
- **Culture:** Employee relations, diversity and inclusion and communications

VALUE

CHRO Essentials will clearly define the path forward, outlining the initiatives that have the most significant impact on the defined strategic goals. A balance of focus on operational efficiencies, speed to service and quality, and an engaging employee experience will create a holistic view supporting mitigated risk and reduced cost.