

Tools for SMALL Businesses

Level 1 Question 4: Is our People Strategy aligned with our Business strategy?

Title	People strategy
Why	<p>The purpose of your People Strategy is to be an extension of your business strategy. Think of it as a way to plan for the future of work, allowing your organization to:</p> <ol style="list-style-type: none"> 1. Outline your vision and culture to reinforce the type of company you want to be. 2. Align on growth targets that are achieved by people. 3. Define your workforce needs and how you can attract top talent. 4. Drive employee engagement, development, and retention <p>This is especially critical for companies looking to grow or scale their business.</p>
What	<p>A people strategy is your organisation's prioritised people plan. The way you think about and set into motion ways to attract, develop, retain, and generally inspire your workforce. At its core, a people strategy is designed to inspire and achieve widespread, company-wide alignment on goals that concern its most important asset: people.</p> <p>Key tasks and processes for the People organisation</p> <ol style="list-style-type: none"> 1. Strategic Alignment 2. Recruitment 3. Onboarding 4. Workforce planning 5. Talent management 6. Performance management
How	<p>Key steps:</p> <p>1. Start With A Vision And Objectives</p> <ul style="list-style-type: none"> • Look into your overall Business Strategy, vision and objectives <ul style="list-style-type: none"> ○ How much do you expect to grow the business? ○ Where (which Markets) ○ What Core values would you like to see in your employees? <p>Based on this initial input you can define your own People Mission, vision and objectives.</p> <p>2. Identify The Challenges and Outcomes</p> <p>Where do you have gaps and how do you go about solving them (through hiring, training, etc.)?</p>

	<ul style="list-style-type: none"> • Start start to Map out which Competencies you have and which ones are you going to need to meet you growth targets? • Make a Gap analysis of competencies. • Identify where to find the talent you need and how to get them <p>Then look internally and ask:</p> <ul style="list-style-type: none"> • How are employees performing against their role expectations? • Are people given the opportunity to realize their full potential? • What things are potentially causing employees to stagnate in their roles? • Are your team being developed in the right ways? <p>3. Gather Feedback & Create engagement Involve stakeholders in the process and make sure your people strategy feels like a collective affair.</p> <ul style="list-style-type: none"> • Collect feedback from team members across the organization and roles. • Identify sponsors or nominees who can join various project groups. • Engage with people to support buy-in for your people strategy. <p>4. Visualise & Communicate Share your strategy widely and look for ways to 'activate' your entire workforce through Q&As and large-scale presentations.</p> <p>5. Track & Adjust Your people strategy is a living document, so you need to set it out, keep an eye on it, and iterate as needed. Always.</p>
Template	See next Page

People - One Page Strategy Template

Input from Business Strategy			
Mission			
Vision			
Key Objectives	1 year	3 years	5 Years
Expected Growth?			
New Markets?			
Need capabilities?			
Core Values and behaviours			
People Strategy			
People Ambition	<How do we want to be perceived by our people and new talent?>		
Objectives	1 year	3 years	5 years
1. Strategic Alignment			
2. Recruitment			
3. Onboarding			
4. Workforce planning			
5. Talent management			
6. Performance management			
Key Results			
Communication Plan			

Notes	
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