What is a People Strategy

Session 3: Drivers of organisational change
What is a People Strategy?

• Sets out strategic priorities, goals and actions in relation to people management and development
• Aims to create a work environment that is synonymous with engaged, productive and loyal staff.
• Framework aligning the business with people – underpins the Your Organisations Statement of Strategy
• Involves taking a planned well-thought approach to developing various HR policies and practices
Why develop a People Strategy

- If a business wants to drive up performance and get the best out of their people. Underpinning **business outcomes** with a people strategy is a smart move.

- Business plans, aims and goals are set without any corresponding detail describing how people will help to deliver and achieve what the business has set out to do.

- Developing a people strategy **mustn’t be confused with a HR strategy**

- Too often a HR strategy is focused on transactional and policy functions and this dilutes the emphasis about developing strategies to make sure **the right people in the right roles deliver the right outcomes, in the right time**.

- The people strategy is about **people**.

- A people strategy will not only increase the odds of but also **accelerate the speed of, success**.
Discussion Groups
People Strategy and it’s practical application

**Group 1:** How do you get **buy-in** to a People Strategy?

**Group 2:** How do you **measure progress** on the implementation of a People Strategy?

**Group 3:** How do you **align** the People Strategy to the Vision and Work Plans of the Organisation?

**Group 4:** How do you keep the People Strategy a ‘**living**’ document?