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Central
Statistics
Office

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 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 focussed 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?

