



THE BUSINESS OF HR

What We'll Do:

- Develop a personalized road map for your day of learning
- Evaluate efficiency opportunities for managing vendor relationships
- Identify and analyze “hidden” services from your vendors and partners
- Examine partnering techniques to manage risk in your organization

What You'll Leave With:

- Your guided road map
- HR tasks that you are doing and some that you aren't but should be
- Suggestions for vendors who can help solve your problems



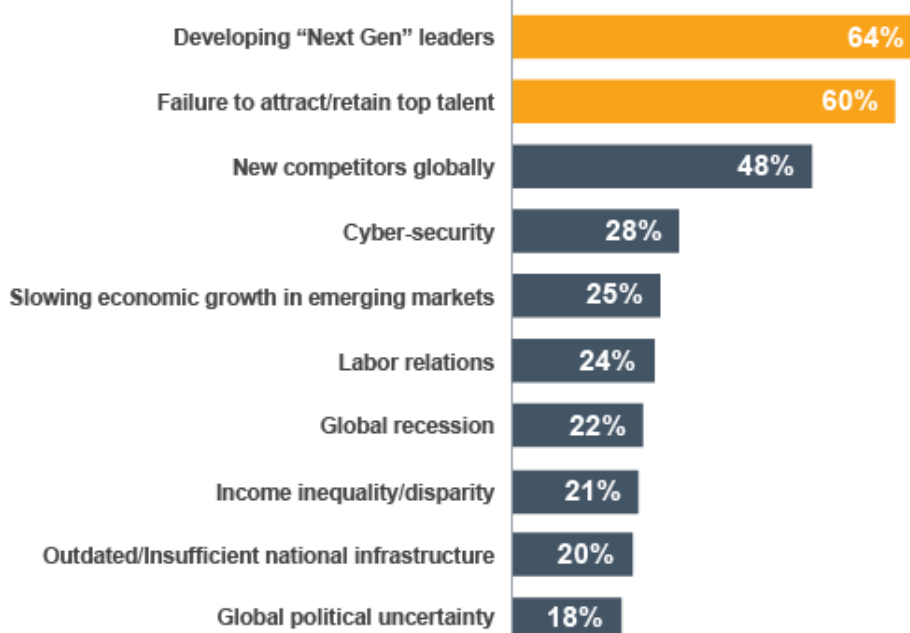
What does HR do?



SOLVE PROBLEMS



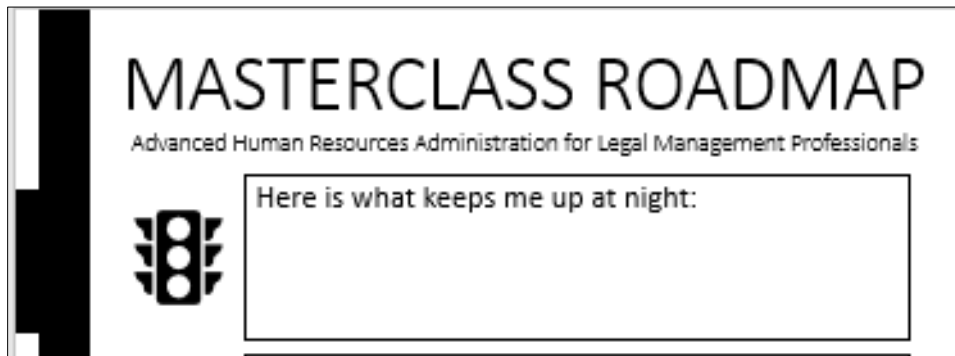
Top 10 Challenges



How Many Layers
Are You Wearing?



Your Roadmap



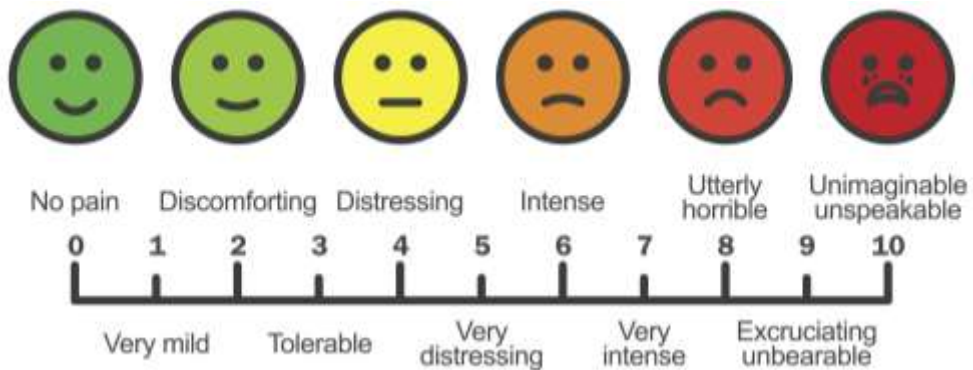
MASTERCLASS ROADMAP
Advanced Human Resources Administration for Legal Management Professionals

Here is what keeps me up at night:

The graphic features a vertical black bar on the left, a traffic light icon, and a rectangular text box for notes.



Where's Your Pain?



Common Pain Points

Recruiting & Hiring

Training & Development

Payroll & Benefits

Employee Retention

Safety & Compliance



Recruiting & Hiring

You
Currently
Do:

- Talent sourcing
- Pre-employment verification
- New employee paperwork

You
Might
Miss:

- Assessments/ Diagnostics
- Diversity issues (bias reduction)
- Job analysis



Partnering



Add-On Services

- Strategic planning
- Coaching
- Workforce optimization
- EEO/AA/ Diversity



Training & Development

You
Currently
Do:

- Coordinate external training seminars
- Professional association memberships
- Administer online learning

You
Might
Miss:

- Onboarding & Offboarding
- Competencies
- Career Laddering



Partnering



Add-On Services

- Executive coaching
- Outplacing
- Career paths & laddering
- Performance Management



Payroll & Benefits

You
Currently
Do:

- Payroll approval
- Benefits enrollment
- Create Total Reward policies

You
Might
Miss:

- Compensation benchmarking
- Wellness opportunities
- Total Reward trends



Partnering



Add-On Services

- Compensation benchmarking
- Executive compensation
- Preventative medicine
- Supplemental benefit management



Employee Retention

You
Currently
Do:

- Appreciation events
- Performance appraisals
- Grievances & Terminations

You
Might
Miss:

- Coaching
- Recognition culture
- Rounding for results



Partnering



Add-On Services

- Engagement surveys
- Integrated onboarding
- 360-feedback tools



Safety & Compliance

You
Currently
Do:

- OSHA requirements
- DOL inquiries
- Emergency response procedures

You
Might
Miss:

- Routine audits
- File maintenance
- Staying current on EE law



Partnering



Sentric™



Add-On Services

- On-site audits
- Employment law
- Electronic record keeping



Qualifying Partnerships

- What adoption support do you provide?
- How does your product integrate with our current resources?
- How will we measure success?
- What data do you provide? How do I receive the data? With what frequency will data be available?
- What is the typical time commitment for managing this service?



What does HR do?

SOLVE PROBLEMS



SOLUTIONS

- Co-operatives
- Internal resources
- Current vendors:
 - Training
 - Compliance
 - Insurance
 - Benefits
 - Audits



Business Case

- What is the organizational need?
- How will the proposed solution address the need?
- What's your EVP (Employee Value Proposition)?
- What are the hard costs?
- What are the opportunity costs?

DRIVE THE DATA



SOLUTIONS

A "MASTERCLASS ROADMAP" form is shown, tilted slightly. It is titled "Advanced Human Resources Administration for Legal Management Professionals". The form contains six sections, each with a specific question and a corresponding icon: 1. "Here is what keeps me up at night:" with a person icon. 2. "Here are people who have similar problems:" with a location pin icon. 3. "Here are people who've solved similar problems:" with a location pin icon. 4. "Here is what I will need to resolve the problem:" with a location pin icon. 5. "Here are the resources I will need to rally:" with a location pin icon. 6. "Here is how I am going to action a solution:" with a warning triangle icon.



Your opinion matters!

Please take a moment now to
complete the evaluation.

Thank You!