Human Resources
Impact on You
& The Organization
Human Resources...here to take your complaints...and do nothing about them.
What does HR do?

Business Strategic Partner

Human Capital Strategy

Legal Compliance

Organizational Design

Training & Development

Culture Management

Policies & Procedures

Talent Acquisition Mgmt

Career Planning / Mapping

Change Management

Payroll

Performance Management

Rewards & Recognition

Internal Communication

Compensation & Benefits

Workplace Relations

Events Planning

HRIS Mgmt / Administrative
Why Should I Care?

HR: What’s the point of it all?

What: HR Club Interview with Professor Christian
When: Wednesday, November 17 at 8:30pm
Where: Swift 301
Who: The HR Club and YOU!
Does HR Impact your Day?

YES!
## Impacting the Organizational Culture

### What is organizational culture?

<table>
<thead>
<tr>
<th>ELEMENTS OF ORGANIZATIONAL CULTURE</th>
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<tbody>
<tr>
<td><strong>Core Beliefs</strong></td>
</tr>
<tr>
<td>Core beliefs combine to create the organizations formula for success</td>
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- **Values**
  - Individual Champions
  - Tenacity & Risk Taking

- **Behavior Norms**
  - Management & Mediocrity
  - Ignore & Exaggerate

- **Infrastructure**
  - Freedom & Rewards
Impacting the Organizational Culture

What is organizational culture??????

How culture is created

- Actions and Behavior of Leaders
- What Leaders Pay Attention To
  - What Gets Rewarded & What Gets Punished
- Allocation of Attention & Resources

Leaders → Culture
Impacting the Organizational Culture

What is organizational culture?

Why Culture Matters

Culture
Assumptions
Behavior
Results

The assumptions and beliefs of employees drive behavior.
The collective behavior of employees determines results.
The results measure performance and indicate if strategic business objectives have been achieved.
Impacting the Organizational Culture

What is organizational culture??????

- Symbols
- Logo’s
- Colors
- Jargon
- Signs
- Layout of office space
- Titles
- Dress code
- Face time (impact on culture)
- How organization communicates
- Etc., etc., etc.
What is Organizational Culture?
It’s creating a Mindset.....

THE 2% MINDSET

1% OF THE POPULATION
GOING FOR YOUR DREAMS
CONFIDENCE
EXPLORING NEW THINGS
CHOOSING HAPPINESS
FULFILLMENT

99% OF THE POPULATION
BEING LIKE EVERYONE ELSE
INSECURE
SURVIVING
YOUR COMFORT ZONE
FEAR
JUST GETTING BY
A TULL LIFE
PLAY IT SAFE
PROCRASTINATION
REGRET
SETTLING FOR LESS

EMBRACING THE UNKNOWN
EXCITEMENT
LIKING CHANGE
LIVING WITHOUT LIMITS
ABUNDANCE
ACT IN SPITE OF FEAR
GETTING THE MOST OUT OF LIFE
Impacting the Organizational Culture

Organizational culture eats strategy for breakfast, lunch and dinner
Determining an HR Strategy

- Know your Organization’s strategy
- Mission, Vision, Values
- Gain Leadership Consensus on appropriate culture
- Determine Current Culture \( \rightarrow \) Future Culture
- Communicate with Staff
- Subcultures?
- Conduct Employee Engagement Survey
- Prioritize Needs
- Create HR Strategy
- Communicate HR Strategy
- Implement HR Strategy
- Communicate, Communicate, Communicate
- Revise as needed…… oh yeah, Communicate!
Experiment Time
VISION
To be the most successful and respected industrial specialty chemical company in the world

MISSION
Partner actively with our customers to provide innovative and sustainable technical solutions to help them increase productivity, reduce costs and minimize risks
What did you learn today?
What are you going to differently?
How are you going to use this information to positively impact your organization?