



HR Effectiveness Review: the first step to BUSINESS-ALIGNED HR

Sandiy's HR Effectiveness Review is a quick and cost-effective engagement which helps you identify and understand issues facing the HR organisation and offers solutions to overcome these challenges.

The service delivers, in 4–6 weeks, an assessment of your current HR performance against industry benchmarks and a set of pragmatic recommendations based on your organisation's requirements. As a result, you will achieve clarity on what needs to be done, what this involves and where you should best start.

THE BENEFITS

The HR Effectiveness Review gives you:

- Absolute clarity on where the key HR challenges lie.
- A prioritised set of targeted, practical improvements.
- An understanding of the relative costs, risks and benefits that these improvements involve.
- Analytical evidence to help direct and inform strategy.
- A plan to better align HR to business objectives and outcomes.



The challenge

Many organisations know they need to improve their HR function's performance, but are unsure of what the problems are, what is causing them and what to do about it. Typically, organisations will be asking one or more of these questions:

- How can I reduce HR costs and at the same time increase its effectiveness?
- How can I demonstrate to the business that the HR function is offering value for money?
- How do I ensure HR is supporting the overall objectives of the organisation?
- Where should I invest in improving the HR service, to give maximum impact to the organisation?
- Why are we struggling to attract and retain the right talent?
- Why are we experiencing more HR-based litigation?

The HR Effectiveness Review is suitable for HR directors and their senior management team, both from within HR and across the organisation, who want to better align the HR function with the organisation's objectives, but need to quickly and cost-effectively understand how to make improvements.

The service

Sandiy's HR Effectiveness Review runs from 4–6 weeks. It is a collaborative exercise, where Sandiy's HR consultants work with you to uncover, analyse and offer solutions to your HR challenges.

Why Sandiy?

Our approach is inclusive and objective, as we work with you to understand the outcomes you're trying to achieve and we do not have a pre-assigned view on what the solution should be.

Sandiy's approach is outcome-focused; it gives you exactly the insights and understanding you need.

This type of engagement ultimately helped one of the Home Office Pay Teams achieve a 30% headcount saving and improved HR information accuracy – from 55% to 98%.



This approach, coupled with Sandiy's award-winning offerings, will greatly improve the efficiency and effectiveness of your HR environment through the use of:

- Benefits Delivery based consultancy
- Introduction of lean processes techniques
- Reuse of tools and techniques using Sandiy's TRIOLE methodology

THE PROCESS

STEP 1: SCOPE SETTING:

We work with senior stakeholders to clarify the objectives of the engagement, what outcomes we ultimately want to deliver and the breadth/depth of the work required.

STEP 2: INFORMATION GATHERING

We run a series of workshops, interviews and questionnaires – with your HR team and its customers.

STEP 3: ANALYSIS

We analyse the data gathered and run this against our tried and tested industry model. This gives a clear picture of performance against a standard set of benchmarks.

STEP 4: REPORTING

We deliver both a written report of the findings and recommendations, as well as discussing this face-to-face with key stakeholders.