
Overview

This standard is about developing and agreeing an HR strategy. It includes evaluating existing strategies against organisational needs and ensuring that the HR strategy is integral to the overall strategy of the organisation and takes account of external and internal influences and trends. It is for HR professionals who are involved in the development of HR strategy.

**Performance
criteria**

You must be able to:

- P1 Review existing strategies and evaluate them against organisational needs
- P2 Specify an appropriate timescale for the development of the strategy
- P3 Identify how the HR strategy will be integral to the overall organisation strategy
- P4 Make sure that the strategy clearly promotes equality, diversity and ethical requirements
- P5 Review the implications of all legal requirements, codes of practice and organisational procedures
- P6 Take account of external and internal influences and trends
- P7 Seek advice and guidance from recognised sources of expertise
- P8 Consult with key stakeholders in the organisation to agree the strategy

Knowledge and understanding

You need to know and understand:

- K1 The organisation's strategy, performance goals and drivers
- K2 The sector in which the organisation operates and the market factors that impact on its performance
- K3 How human resource levers drive organisational performance
- K4 How to develop an aligned HR strategy
- K5 How to assess the likely impact of the HR strategy on other organisational functions
- K6 Sources of technical expertise and how to access them
- K7 The external and internal influences that impact on the organisation's direction and performance and how to take these into account

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Develop an HR strategy

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