



## Strategic Check

To achieve your strategic goals, there must be alignment between your people strategies and your business strategies. Following is a set of strategic questions to assist you in reviewing that alignment.

Global Questions	
What must we stop doing to achieve our business goals?	
What must we start doing to achieve our business goals?	
What must we continue doing to achieve our business goals?	
How true is this for you?	
We know how we want our business to grow in the future and the leadership team agrees on the <b>Competencies</b> required to get us there.	
Our current <b>Structure</b> will support our business strategy.	
Our <b>Technological Infrastructure</b> supports, our brand, our goals, and our employees.	
The <b>Culture</b> of our organization advances, rather than hinders, our business objectives.	
Our required competencies have been integrated into our <b>Recruiting</b> processes from job descriptions through candidate assessment.	
We have new-hire <b>Retention</b> strategies that include on-boarding, understanding differences in new hire expectations vs. experience, and supporting managers who supervise new hires.	
We have identified the next generation of leaders at all critical levels and are actively engaged in <b>Succession Management</b> .	
We have a <b>Workforce Plan</b> that outlines the staff we'll need to grow as envisioned.	
We use <b>Assessments</b> to learn more about staff strengths or areas of potential strength so we can continuously advance the skill sets of our staff.	
We have a <b>Coaching</b> program that works with high potentials to cultivate skills and deliver identified outcomes.	
We offer <b>Training</b> options to develop staff business/customer skills, managerial skills, and leadership skills.	
We have a <b>Compensation/Total Rewards</b> program that helps us recruit and retain valuable employees, and works in the context of our community and our corporate culture. We benchmark with market data and know we are competitive.	
We know how we're connecting with employees because we ask them via different mechanisms including <b>Employee Satisfaction/Engagement Surveys</b> .	

If we can be of assistance in helping you with any of the above elements, please give us a call. Our mission is the success of your business. 800.488.4845; info@mranet.org.