

# HR Business Value Proposition



**Patty Woolcock**

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## HR Value Proposition: Think Business First



# Striking the Balance

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## HR Needs to Strike a Balance Between “Support” (Enabling, Building) and Leadership

- Participate in business discussions

- Discuss strategy, beyond HR issues



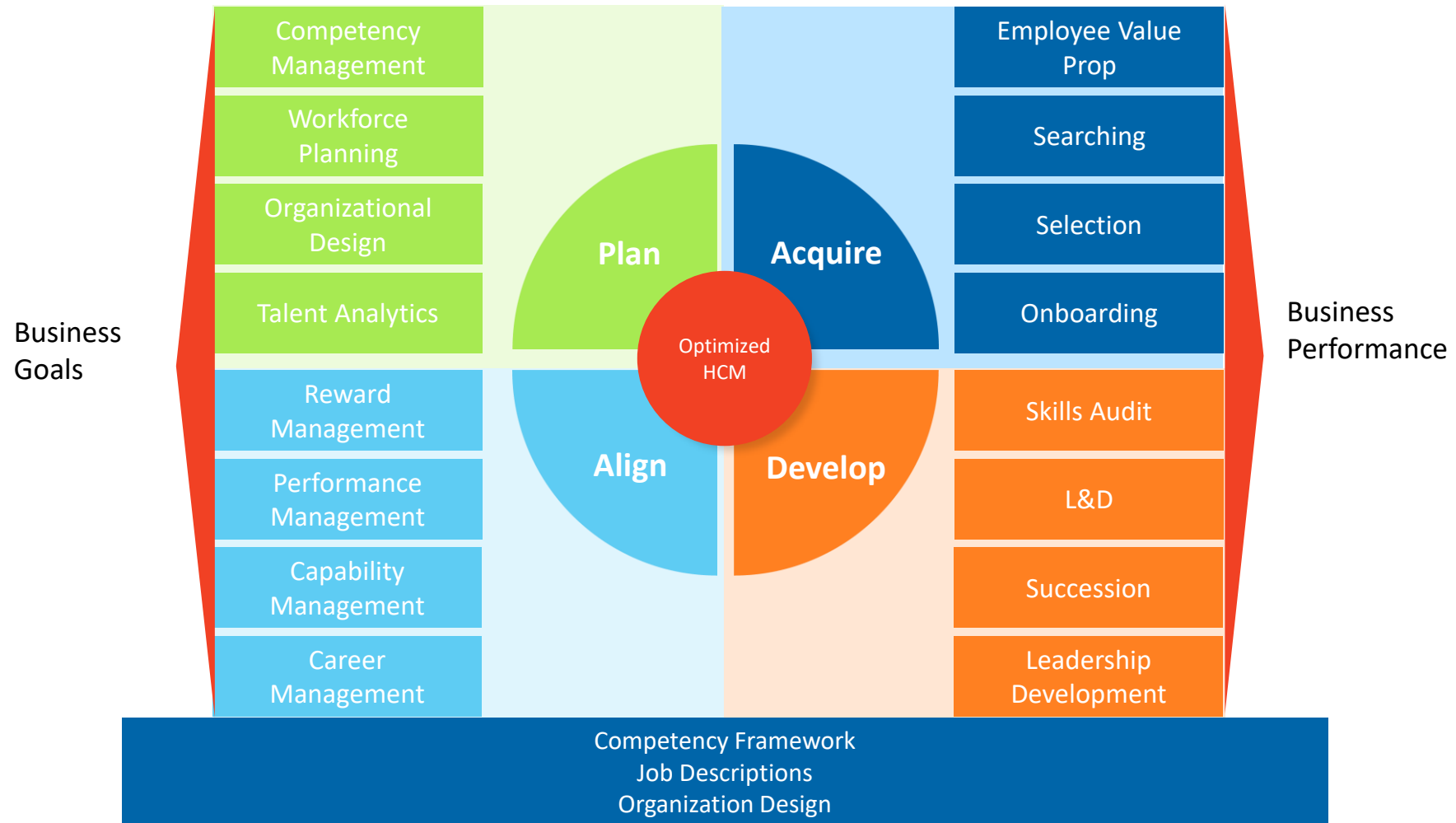
- Track with the business – look for strategic opportunities:
  - Geography • Talent • Growth • Operations
- Varies depending on issues, circumstances

# How to Move the Needle

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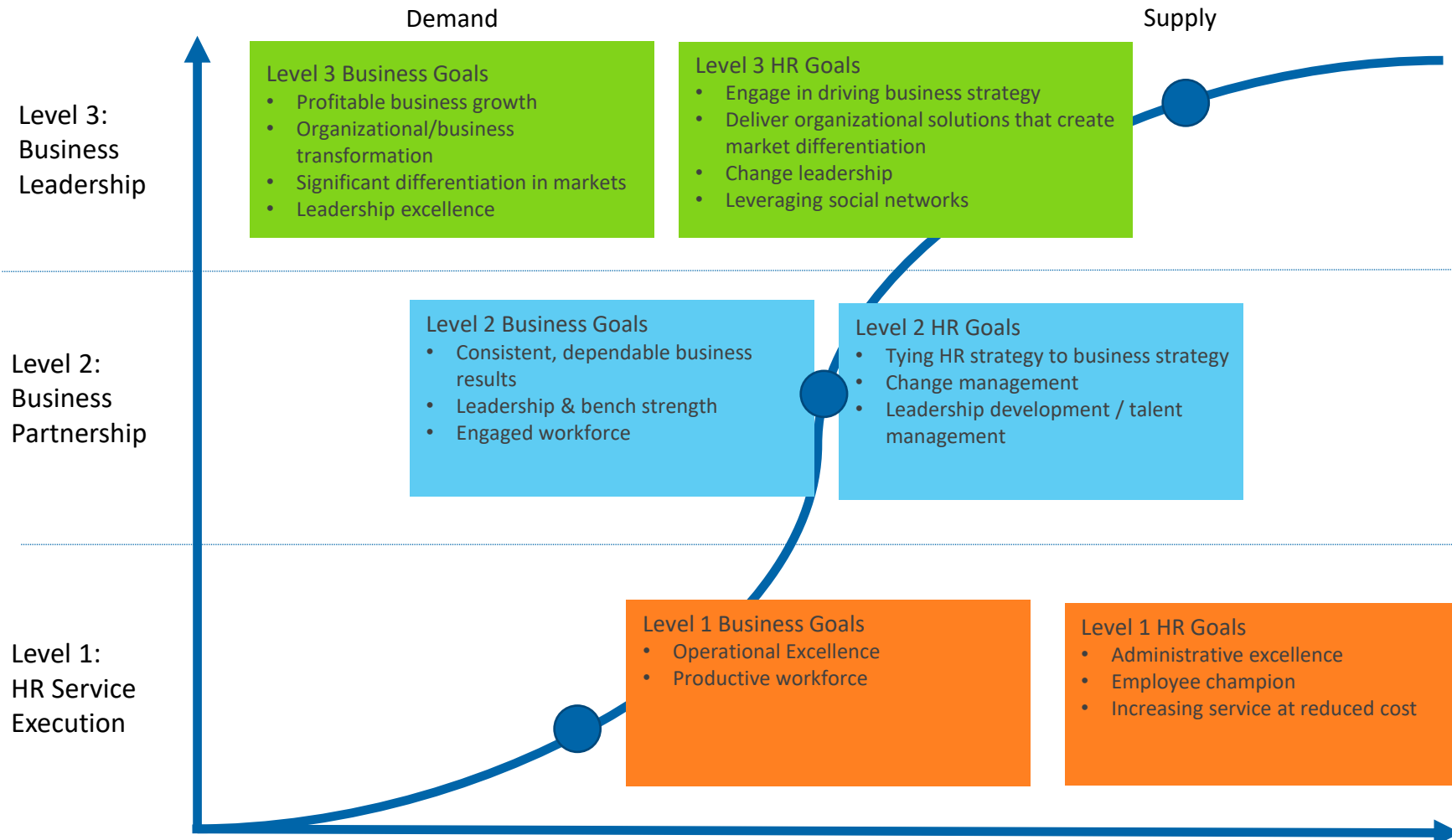
- Ask strategic, important business questions
- Provide a different perspective than others on the team
- Individually, pick one element that you can influence
- What would you do?

# HR Business Value Delivery: One Model

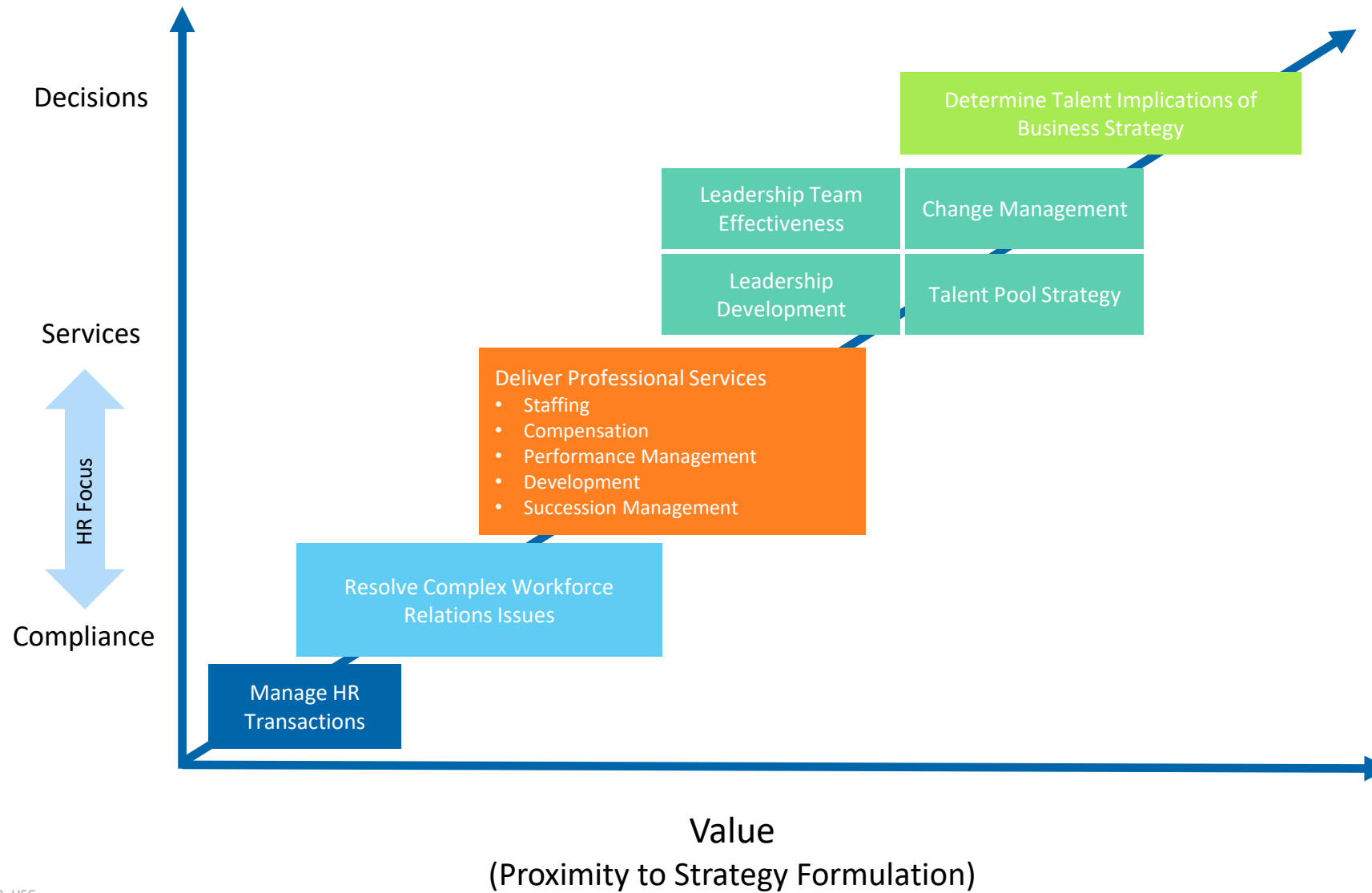


# HR: Taking a Business Leadership Role

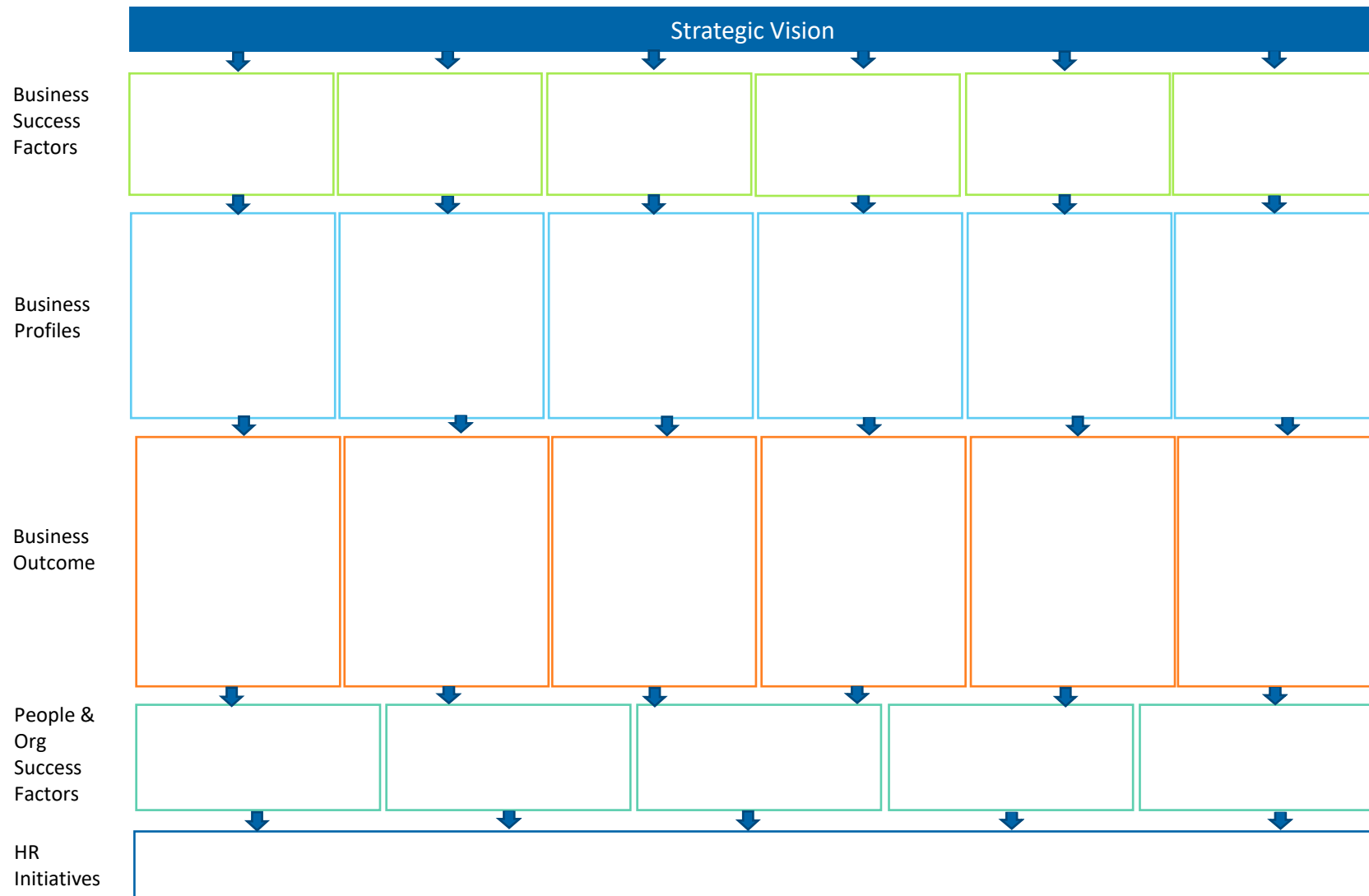
## Moving HR up to Level 3



# Time Spent by HR Business Partners

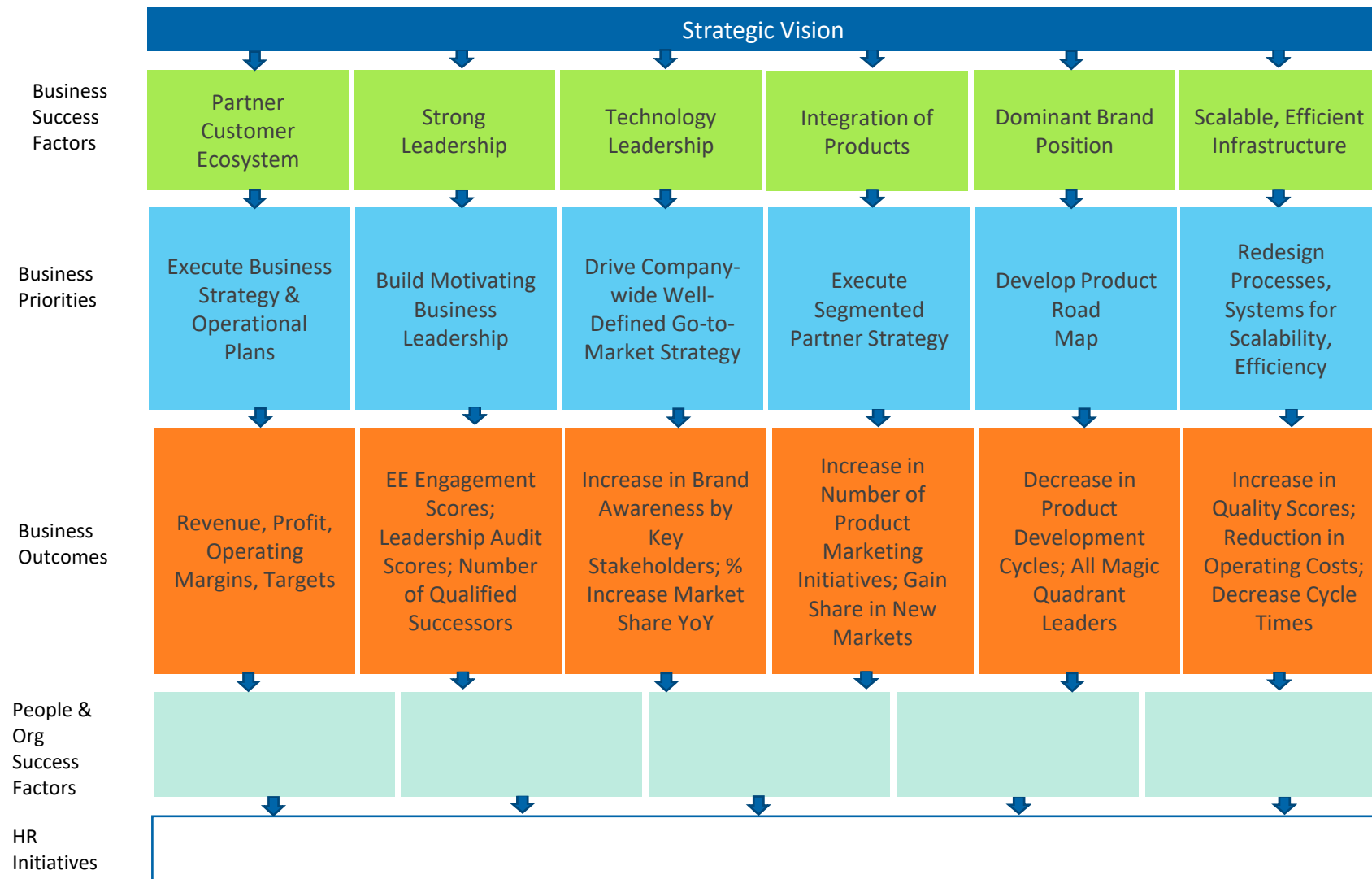


# Business Outcomes Model Framework





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# Your Turn

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- Pick one Business Success Factor for your company
- What are the corresponding business priorities?
- What business outcomes are required?
- What are the corresponding people and organizational success factors required?
- What HR initiatives could contribute to that success?