



## HR Power Centre: Everyday Resource and Long Term Solution

“We really like the HR Power Centre but it looks like it takes a lot of time to implement.”

We hear this comment frequently from people and it's time to clear up this common misunderstanding.

We designed the HR Power Centre as both an event based and a system based product. First, the HR Power Centre is a powerful resource that our members use to deal with the inevitable people issues that come up every day. They tell us that they don't know how they got along without it. Second, our HR Basics module includes all the direction and tools members need to implement a comprehensive HR System over time. These two applications are not dependent on one another but go hand in hand. Members get immediate and significant value using the HR Power Centre as an everyday resource while putting the basics in place for the future at their own pace.

Frankly, the everyday applicability of the HR Power Centre is where many people see the initial value because of the continual need for information to deal with the day to day people issues that arise in any organization. It is a misconception for people to think that “I need to wait until I have time to do this” as this defeats one of the two major purposes of the product for which the product is designed; to help you deal with issues that arise, now. The HR Basics can be implemented on a schedule that fits your needs, but if you delay becoming a member because of perceived time constraints, you are missing out on the tremendous benefit of having the HR Power Centre as a resource to help you deal with the everyday HR issues.

There is no question that the HR Power Centre's value to your organization is greatly enhanced once you get the HR Basics in place. ***However, this step doesn't have to take place for you to get immediate value from using the HR Power Centre.*** We only suggest this because we know that if employees know what their job is (Preparing Job Descriptions), what they're expected to produce (Setting Performance Objectives), and how they are going to be measured (Setting up the Performance Review Process), there is a much greater likelihood that productivity will increase along with employee satisfaction and, importantly, the organization's objectives will be achieved

Now, let's assume for a minute that you recognize that getting the HR Basics in place is an important first step for your organization but you're concerned about resources needed to get it done and the time required to do it. Here's the good news! The HR Power Centre has done all the thinking and communications planning for you. The key is to get all managers and supervisors involved in the project. The designated Project Leader should have a kick-off meeting with all manager and supervisors, explain the process, review the HR Basics module and introduce the communication templates. The major outcome from the meeting should be an implementation schedule that has everyone's agreement. Following the meeting the general announcement is made to all employees so they know what is going to happen and how they are going to be involved. Then each manager/supervisor holds departmental meetings with their direct reports and implementation begins, starting with job description preparation and then moving on to setting objectives and setting up the review process. With the Project Leader keeping the schedule on track, the HR Basics will be implemented in very little time and without any other aspect of the business suffering from neglect. And here's the bonus. While the HR Basics are being implemented, you will be using the HR Power Centre as a valuable resource to deal with the day to day people issues you know will come up.

So, if you keep in mind that the HR Power Centre is designed to be an everyday resource as well as a long term solution, the decision to become a member without delay should be one of the easier and more important decisions you make for your business.