Human Resources Business Partners

Unified Personnel Board Meeting
December 5, 2019
Why HR Business Partners?

- Understand unique business strategies of partner organizations
- Help shape positive change
- Contribute to achieving strategic objectives
- Balance needs of stakeholders
- Overall organizational health: people, performance
- Short-term and long-term
- Root cause analysis
- Conduit to and from HR and Business Partner
HR Strategic Drivers for Business Partners

- **Diverse and Inclusive Culture**
  - 1:1 Facilitate diversity in recruitment, retention and promotional opportunities
  - 1:2 Integrate inclusion into all HR policies and practices
  - 1:3 Promote the benefits of a diverse and inclusive culture

- **Talented Workforce – Learning Culture**
  - 2:2 Develop a diverse, talented and engaged workforce to meet the needs of our citizens/customers
HR Strategic Drivers for Business Partners

**Engaged Workforce: Positive and Engaging Work Environment**
- 3:1 Employees and volunteers feel valued
- 3:2 Employees seek continuous improvement
- 3:3 Cultivate atmosphere in HR for open communication & trust

**Prepared to Effectively Serve**
- 4:1 Cultivate employee success through entire lifecycle
- 4:2 Deliver effective and efficient customer service – understand needs of citizens and partners
- 4:3 Provide valuable communications for greater transparency and consistency
HR Business Partners Success Factors

- Client Satisfaction – 95%+ annual reviews - 2017, 2018, 2019 with request for more formal partners

- Met project objectives
  - Leadership development
  - Organizational restructure
  - Promotional assessment centers
  - Hiring for new direction
  - Process improvement
  - Performance management
  - Employee engagement
  - Mediation
HR Business Partnerships

- Clerk Finance
- Convention and Visitors Bureau
- Development Review Services
- Forward Pinellas
- Office of Human Rights
- Parks and Conservation Resources
- Planning
- Property Appraiser
- Public Works
- Real Estate Management
- Tax Collector
- Utilities
HR Business Partner Competencies

Professional certification

► Consulting and Execution
  ▪ Change Agent
  ▪ Self-Awareness
  ▪ Strategic Partner
  ▪ Data Analysis
  ▪ Common Vision
  ▪ Influencing Skills
HR Business Partner Competencies continued

- Improving, Engagement, Collaboration, Retention
  - Workplace Architect
  - Customer Focus
  - Trust/Transparency
  - Workplace Culture Focus

- Business Acumen
  - Strategic Understanding of Partners
  - Return on Investment
  - Process Improvement: Time, Money, Quality
  - Lifecycle: Attraction, Hiring, Promotion, Retention, Succession, Retirement
Questions?