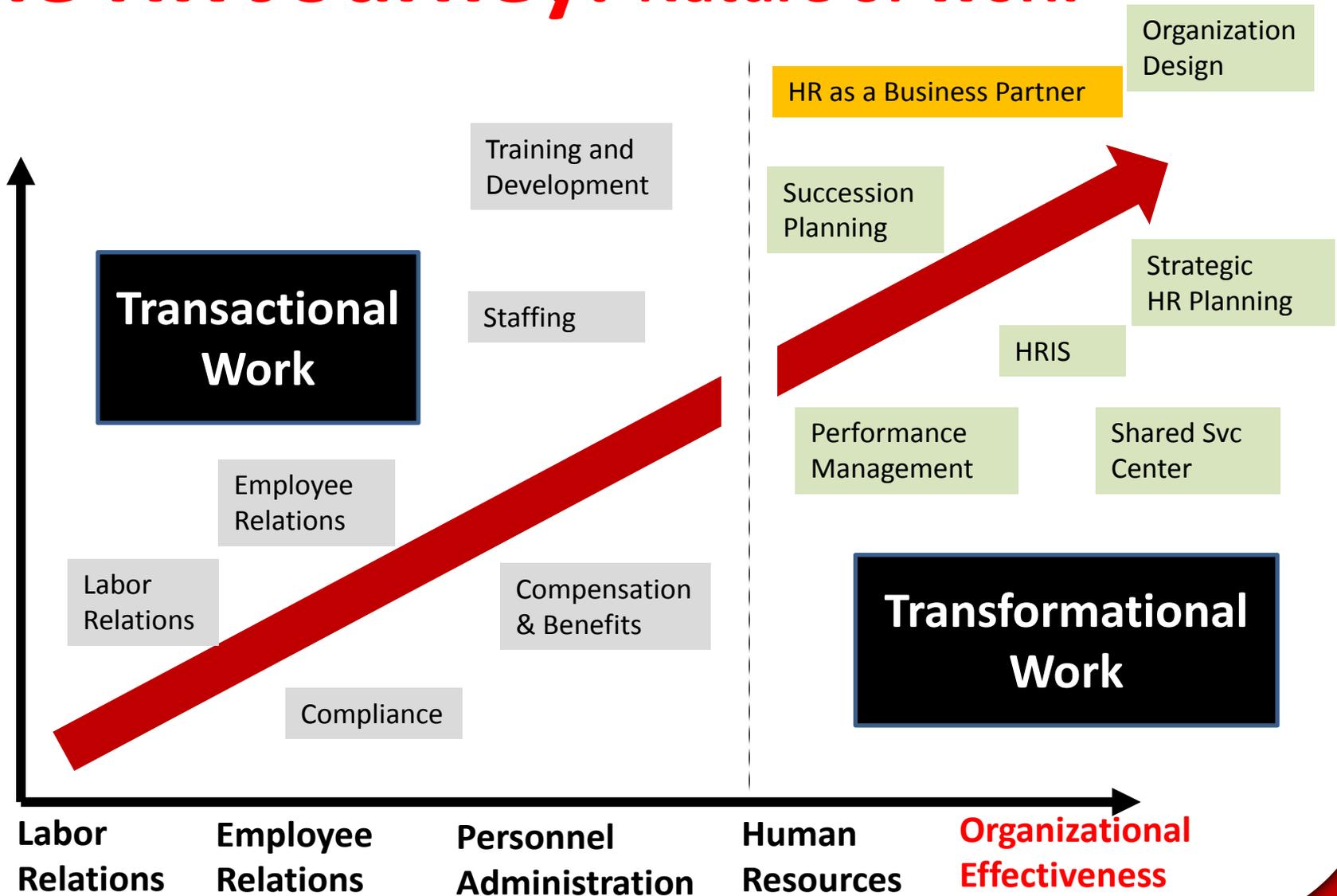




# Agenda

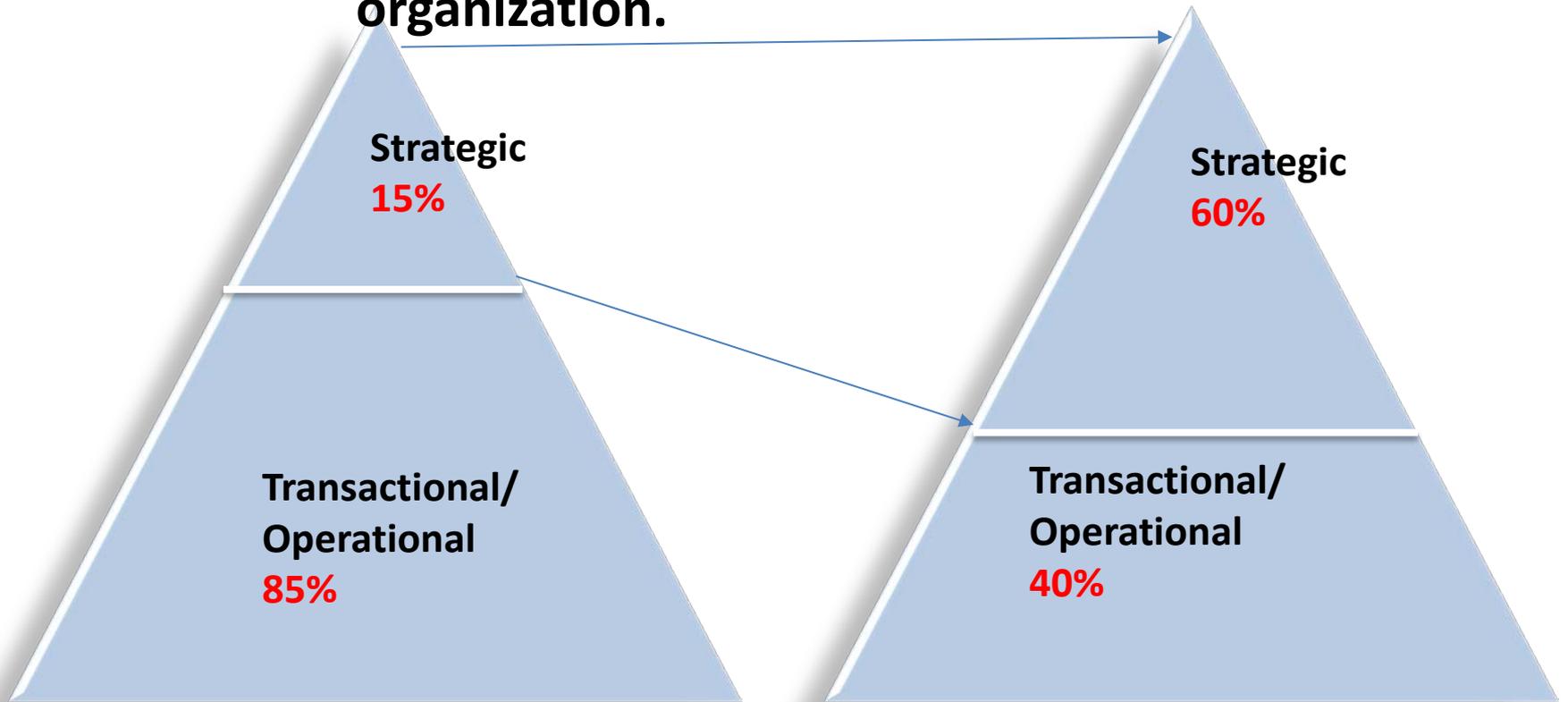
- The HR Journey: Nature of Work
- The Changing Role of HR
- HR Business Partner Defined
- HR Business Partner vs. HR Generalist
- HR Business Partner working With:
  - HR Functional Teams
  - Division Business Services

# The HR Journey: Nature of Work



# The Changing Role of HR

UH HR will realign its service delivery model to add more strategic value to the organization.



# HR Business Partner Defined

**HR Business Partners** are **HR** professionals who work closely with an organization's senior leaders in order to develop an **HR** agenda that closely supports the overall strategic goals of the organization/division units.

# HR Generalist VS HR Business Partner

## Transactional

- Process/Compliance
- Employee Relations  
Investigations
- Consult with supervisors on  
employee disciplinary  
issues
- Process RIF
- CDD Training
- Address TWC Request
- Interpret Policies

## Transformational

- Strategic Planning
- Succession Planning
- Recruitment and Retention
- Organization Development
- Align HR Services to  
organizational needs
- Located in the supported  
units
- Future focused

# HR Business Partner Working With:

## HR Functional Teams:

- Compensation
- Benefits
- Recruitment
- Training & Development

## Business Offices:

- New Hire Orientation
- Request for offers (RFO)
- Position Changes
- Promotions
- Terminations
- RIF
- ePerformance Administration

# Summary

- An effective HR Business Partner does not mean moving from operational to strategic work. It means learning to master both operational and strategic demands of your Human Resources needs.
- An effective HR Business Partner must collaborate with the division leaders, HR functional teams, and the division business services groups to facilitate the HR needs of the assigned business units.
- HR must transform to meet the strategic goals of each division in order to maintain or reshape its relevance to the organization.