

Maximizing HR Value In A Down Economy

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HR Challenges In A Stable Economy

1. Attracting good employees
2. Controlling turnover
3. Controlling unemployment costs
4. Employee performance / productivity
5. Maintaining a safe workplace
6. Controlling workers' comp experience modifier
7. Controlling benefits cost
8. Supervisor training
9. EEOC charges
10. Minimizing the threat of employment lawsuits

The Evolving US Economy

Up to 1920	Agricultural Age
1920 – 1950	Industrial Age
1950 – 2000	Technology Age
2000 – Present	Knowledge Age

1. The US economy lost 8.2 million jobs during the current recession.
2. Job losses in some sectors will never recover.
3. Education, technology and healthcare will experience the most growth over the next 20 years.
4. GM and Chrysler have been replaced on the S&P 500 by DeVry, EBAY and Cisco Systems.

The Evolving Workplace

1. Life expectancy has increased from the late 40's to the mid 80's. over the past 100 years.
2. Today's college graduates will change jobs 12 to 15 times during their working lifetime.
3. The workplace is more multi-cultural and multi-generational.
4. Knowledge doubles every 18 to 24 months creating a need for on-going training.
5. Constantly changing laws and increased regulations will continue to impact the employment relationship.

Maximizing HR Value

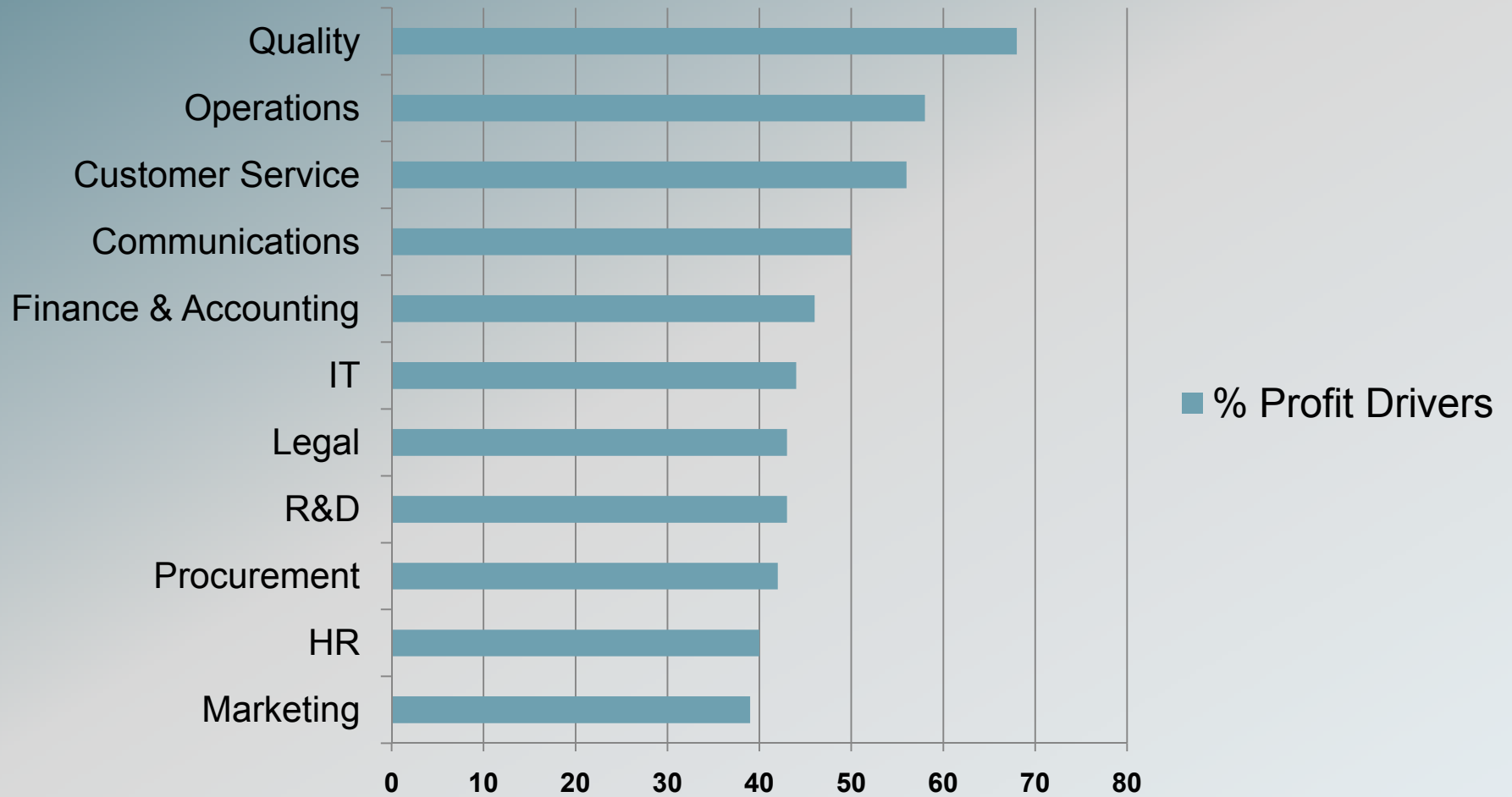
Challenges Every Business Faces In A Down Economy

1. Reducing expenses while maintaining critical functions
2. Lowering the break-even point
3. Lawful downsizing and restructuring

EEOC Charges	2007	2008	2009
Race	30,510	33,937	33,579
Retaliation	26,663	32,690	33,613
Sex	24,826	28,372	28,028
Age	19,103	24,582	22,778
Disability	17,734	19,453	21,451
National Origin	9,396	10,601	11,134
Religion	2,880	3,273	3,386
Equal Pay	818	945	942
Total	82,792	95,402	93,277

Maximizing HR Value

Organizational Impact on profitability



Source: www.metrus.com

Challenges For Today's HR Professional:

1. Defining “HR” / Getting everyone on the same page
2. Overcoming the stereotype that HR people “*only do paperwork and tell us what we can't do*”
3. Getting buy-in to the Management Strategy that People make a difference on profitability (a.k.a. Human Capital Management)
4. Understanding HOW HR Initiatives impact profitability
5. Assessing the current HR Profile (starting point)
6. Estimating the financial impact of HR improvement opportunities
7. Estimating the risk and financial impact of HR deterioration possibilities
8. Upfront understanding that HR Initiatives take time to have impact

Questions: