

# Three Things Your Organizations HR Assessment Should Reveal

Tuesday, September 26, 2023

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# About Nonprofit HR

## Our Vision:

We are the leading source of innovative talent management, talent acquisition services and knowledge for the social impact sector.

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*“Nonprofit HR's experts listen, articulate people-centric solutions and understand the correlation between having high-performing, engaged staff and us being able to support our members' needs. Their team has elevated the importance of and visibility around innovative HR practices. Nonprofit HR is an invaluable strategic partner.”*

**Cathy Gibney, CPA**  
Chief Financial Officer  
National Hospice and Palliative Care Organization

- **Total lifecycle solutions for talent management.**
- **20+ years serving the social sector as a trusted advisor and thought partner.**
- **Thousands of missions served.**
- **Black woman owned.**
- **National footprint.**
- **Award-winning and credentialed staff.**

# Our Practices:

Nonprofit HR's suite of solutions are centered around five core service areas.

## STRATEGY & ADVISORY

- HR Audits & Assessment
- Workforce Planning
- Performance Management
- Workplace Culture & Employee Engagement
- Learning & Development

## HR OUTSOURCING

- Interim Outsourcing
- Comprehensive General Outsourcing
- Specialty Outsourcing

## EQUITY, DIVERSITY, INCLUSION & JUSTICE

- Assessments, Strategy Design & Implementation
- EDIJ Training
- Cultural Transformation
- Leadership Development
- Interim Chief Equity Officer

## TOTAL REWARDS

- Salary Benchmarking
- Compensation Program Design
- Pay Equity Analysis
- Benefits Assessments
- HR Technology

## SEARCH

- Executive & Professional Search
- Recruitment Outsourcing
- Interim leadership

## SOCIAL ENTERPRISE

We also partner with nonprofit and for-profit social enterprises to help strengthen their people management practices.

# Presenters



**Shelbie Webster**  
Senior Consultant  
Strategy & Advisory  
Nonprofit HR



**Suana Watson**  
Consultant  
Strategy & Advisory  
Nonprofit HR

# Agenda

Why Conduct an HR Assessment

When to Conduct an HR Assessment

HR Assessment Process

Reveals of HR Assessment

Leveraging HR Assessment Results

Questions & Answers

Adjourn

# Create Participant Poll

1. True or False: An HR Audit and HR Assessment are the same?

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2. True or False: HR Assessments provide valuable strategic and operational insights?

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3. True or False: HR Assessments are only conducted when issues occur within the organization?

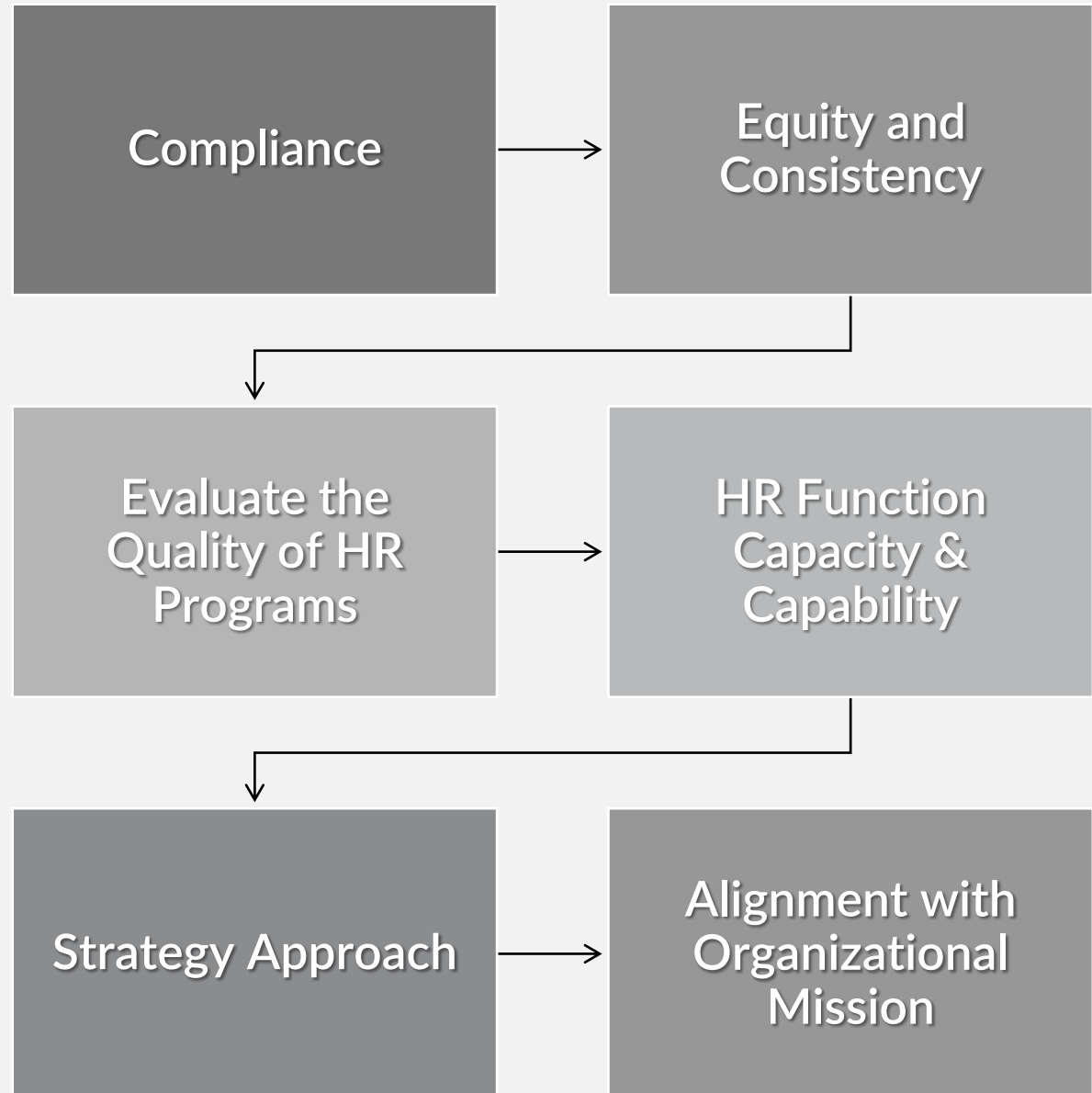
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4. True or False: HR assessments can help organizations measure the effectiveness of their employee training and development programs.

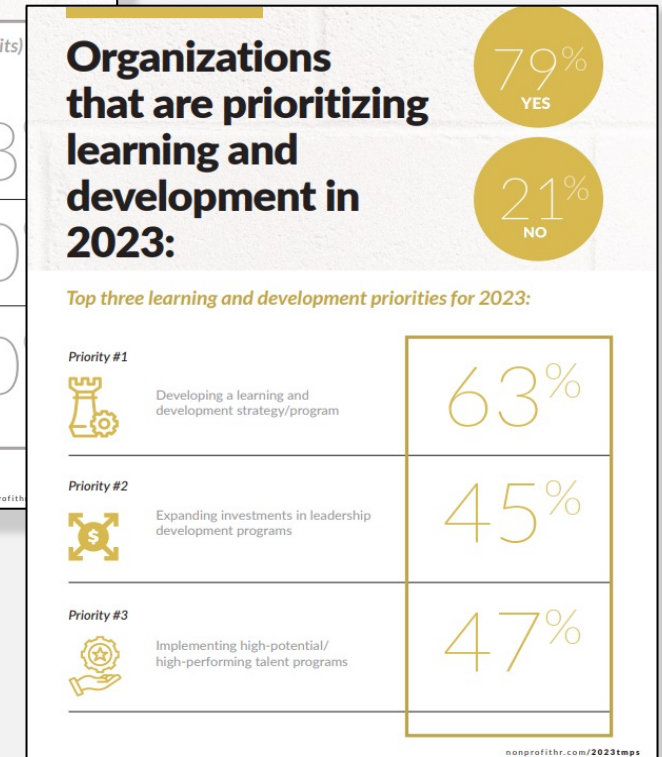
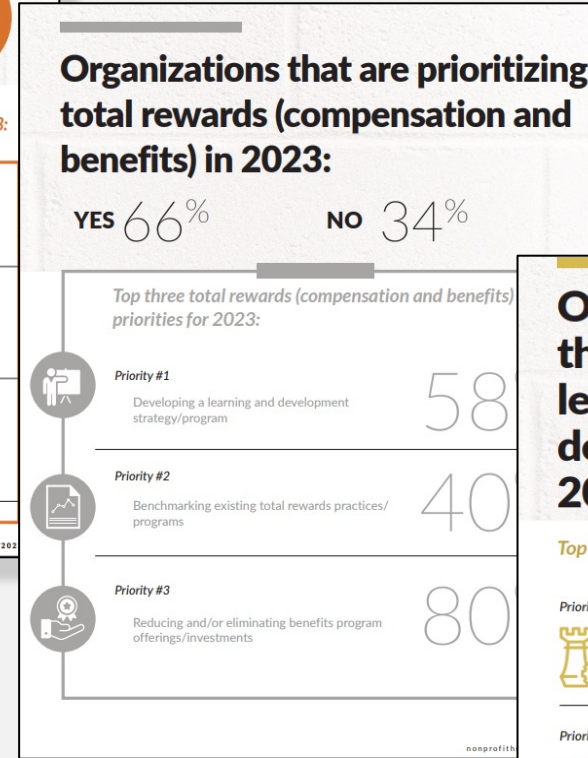
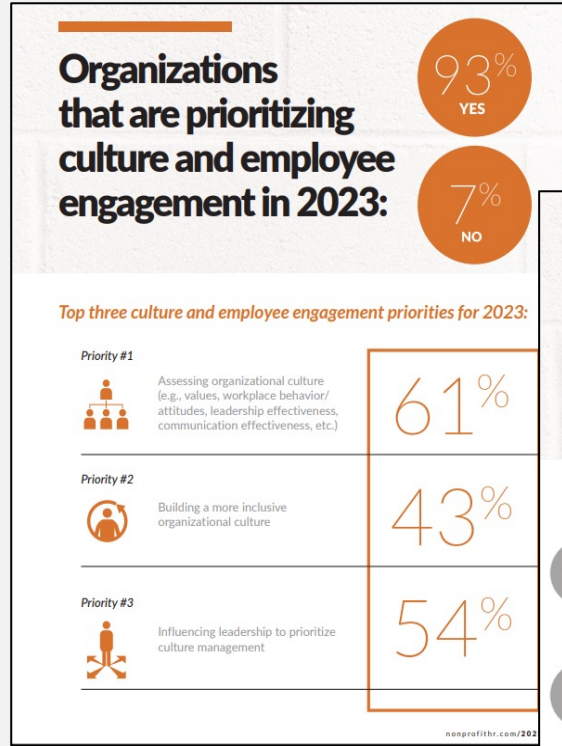
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5. True or False: HR Assessments focus primarily on compliance or regulatory concerns.

# Why Conduct An HR Assessment



# 2023 Talent Management Priorities Survey Results

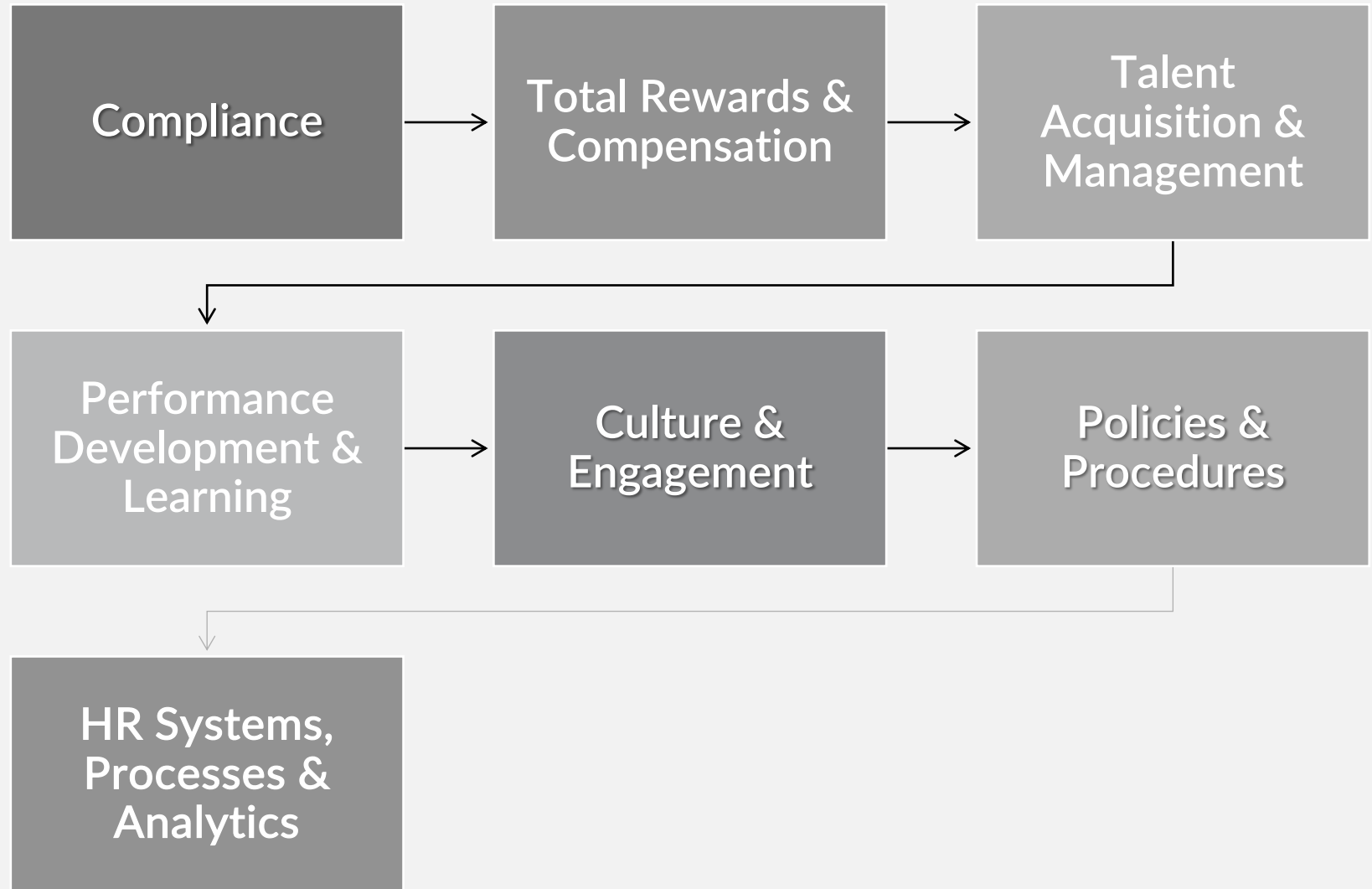




# When to Conduct An HR Assessment



# Introduction to an HR Assessment



# Conducting an HR Assessment

1.

## Peeling back the onion!

Assess the core HR functional areas.

2.

## Opportunities to improve!

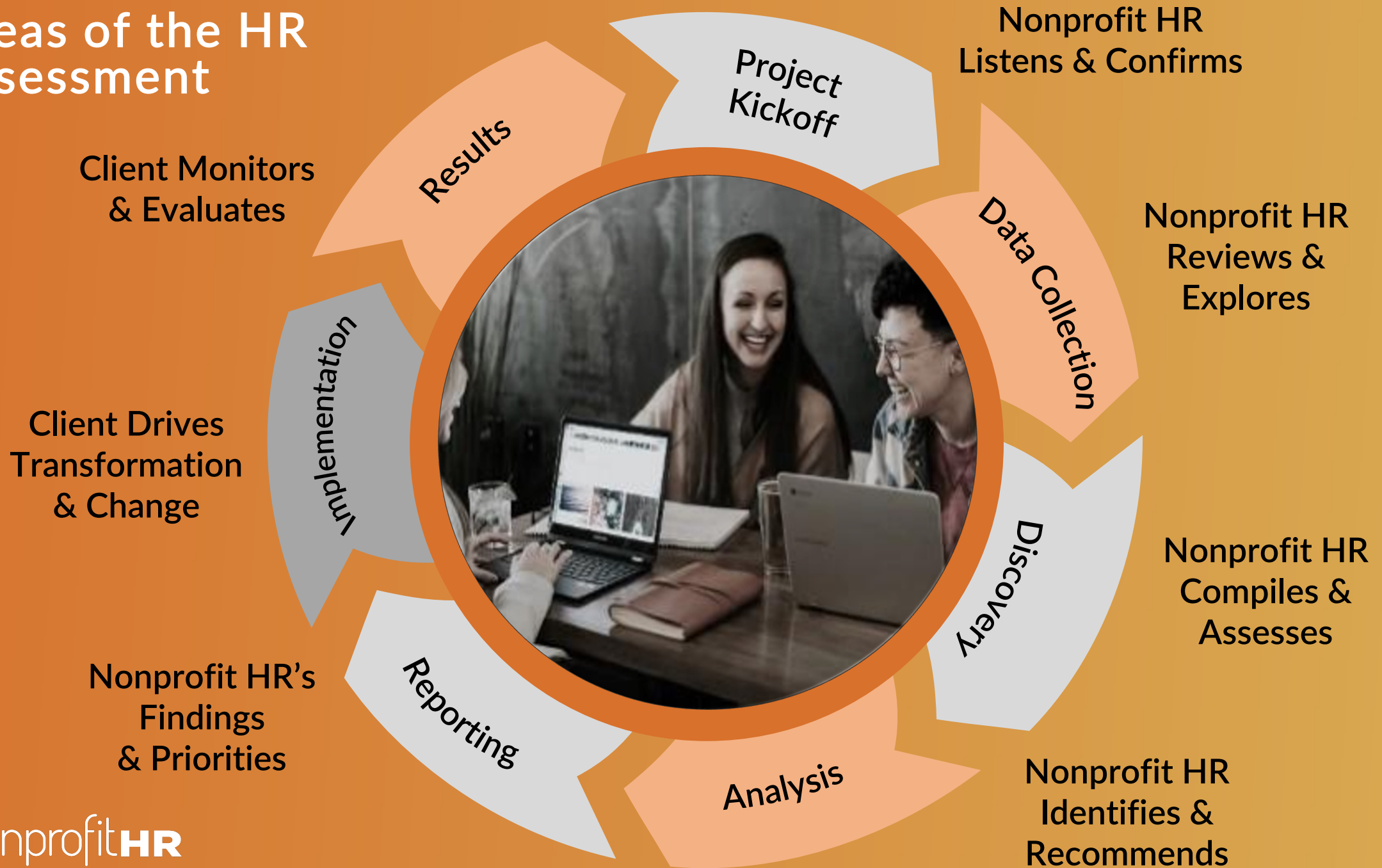
Identify opportunities and areas of improvement.

3.

## Strategic future focus!

Outline recommendations and prioritizations.

# Areas of the HR Assessment



# Three Reveals of the HR Assessment

Strategic & Operational Capacity & Capability of HR

01

Efficiency & Effectiveness of HR Programs & Services

02

Organizational Alignment

03

Human Resources Assessment Reveals

# Key HR Statistic & Trend in 2023

47%



HR leaders advised the employee experience is a top priority in 2023!

15% - 17%



HR Leaders struggle to integrate remote workers!

36%



HR professionals admitted their organizations do not have adequate technology!

42%

HR Teams are struggling with burnout!



HR leaders report not having a future of work strategy!

43%



HR professionals stated their current leadership development approaches do not prepare leaders for the future of work!



24%

What to  
do with the  
results of the  
assessment?

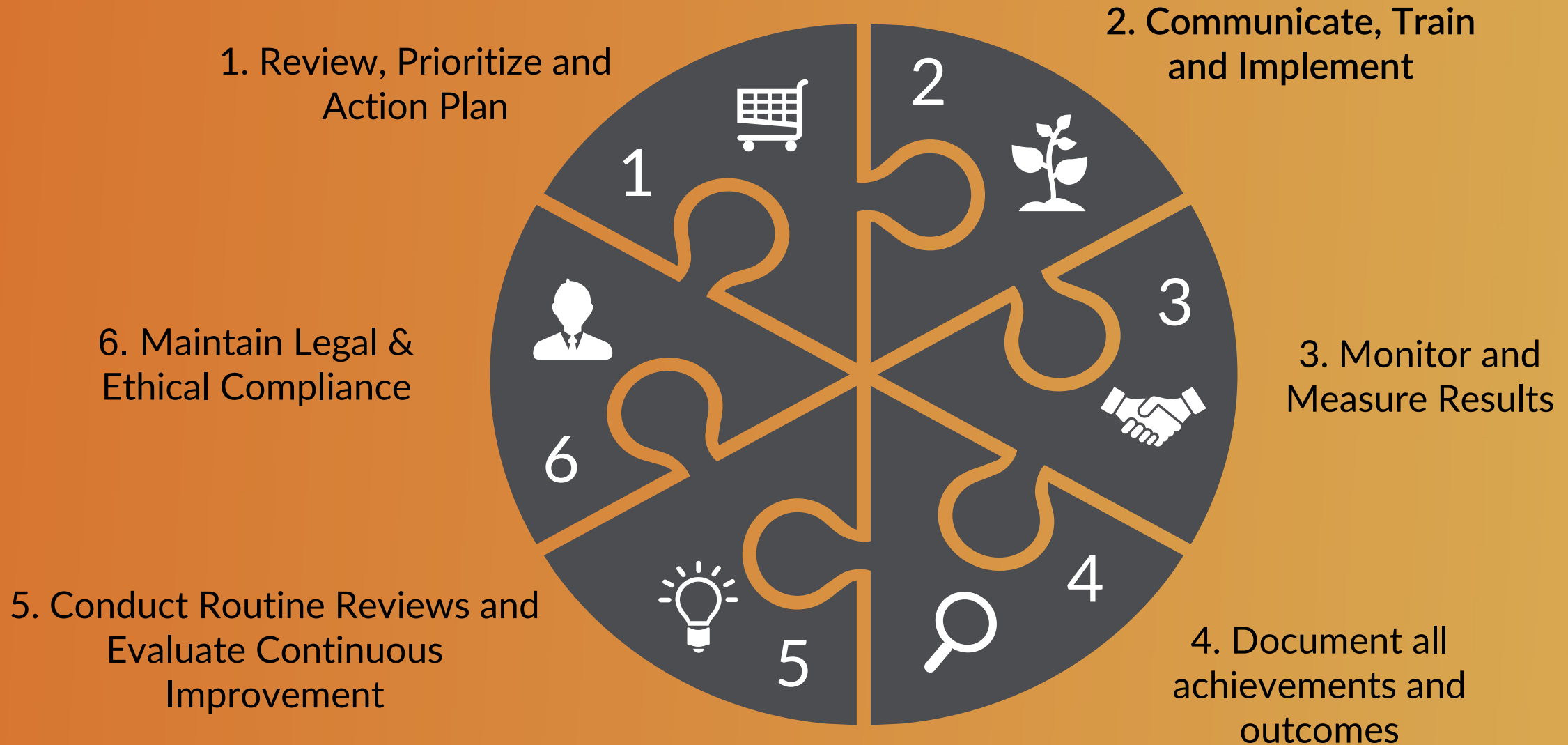
Put it on the shelf!

Hand it over to  
another staffer!

Do nothing!



# How to Utilize the HR Assessment Results





# Q & A Session

15 Minutes



THANK YOU!

## Contact Us

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