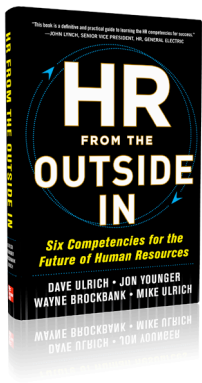


# HR

FROM THE  
**OUTSIDE**  
IN



## TOOL 11.1



### *HR Actions Audit*

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# [11.1] HR ACTIONS AUDIT

HR Action	Description	Current Capability: 1 low, 5 high
<b>Coach</b>	Coaches work one-to-one with business leaders (and others) to help them improve their personal behavior.	1 2 3 4 5
<b>Architect</b>	Architects build organization blueprints for how to turn strategy into results.	1 2 3 4 5
<b>Designer/ Deliverer</b>	Designer- deliverers create and implement aligned, innovated, and integrated HR practices.	1 2 3 4 5
<b>Facilitator</b>	Facilitators help organizations manage processes and change to ensure that desired goals are achieved.	1 2 3 4 5
<b>Observer</b>	Observers interpret external business conditions to connect with key stakeholders, to clarify strategy, and to help the business make money. As observers, they become informed about trends and translate them into actions.	1 2 3 4 5
<b>Diagnostician</b>	HR professionals diagnose individual, leadership, and organizational behaviors. Diagnosis can come through observations, interviews, focus groups, and surveys. Through diagnosis, HR professionals can anticipate the effects of causes, set priorities, and track results.	1 2 3 4 5
<b>Thought Leader</b>	Thought Leaders create business conditions. As thought leaders, they not only know relevant theory and research, but they bring unique insights into their work.	1 2 3 4 5
<b>Doer</b>	Ultimately, HR professionals act on what they see, diagnose, and learn. As doers, they make the right things happen and ensure that their organizations respond as quickly as the environment requires.	1 2 3 4 5

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