



## 'Resilient HR'

### – maintaining influence and authority in challenging times

Today's difficult economic climate is presenting new challenges to companies, with costs and staffing levels being scrutinised very carefully.

HR Directors were already under cost pressure because all too frequently many operational managers hold a somewhat negative view of Human Resources, regarding the function as something of a 'necessary evil' rather than an integral part of the organisation. This is despite the fact that the requirement for HR services grows with the corresponding growth in employee rights, legislation and entitlements.

HR Directors are also under great pressure to deliver an increasingly sophisticated and quality service, often using the latest technology. Against this background they need to ensure their HR teams are not only efficient and professional but are addressing the right priorities amidst a welter of competing demands.

Fuse Learning, in conjunction with a leading HR authority, has developed a programme to resolve all of these issues simultaneously to produce a **Resilient HR** function that will be able to cope with whatever pressures and demands it might ever face.

To ensure optimum HR performance, **Resilient HR** will assist you to:

- Review and re-visit your HR priorities against your organisation's current business priorities
- Identify areas that can be devolved to line managers
- Develop high impact HR practices
- Manage day-to-day, responsive HR more efficiently
- Develop the HR team around key specialisms and individual strengths



## What Resilient HR involves

- An initial discussion about your particular issues and priorities
- Submission of initial proposal to outline areas for treatment
- Further meeting to decide on a tailored programme
- Submission of a detailed, planned programme

## Actions covered by the programme submitted might include:

- Key HR related business issues and proposed solutions
- Assessment of the current role and performance of HR
- An analysis of the strengths of the HR team
- Reconstruction of HR team member roles
- Development of key HR team members

## Resilient HR:

- *Removes budgetary pressure on HR teams and promotes the allocation of additional resources*
- *Raises the profile, standing and influence of the HR function*
- *Offers greater career development opportunities for HR professionals*

## Our Consultant

Our Resilient HR consultant has 30 years experience in the field of HR, training, development and learning. He is a leading authority in HR measurement and strategy and has been consulting in this field for over 15 years. He is also a successful writer and author of several well-respected book on this and related subjects.

Why not read more about HR issues in our blog at [www.fuselearning.co.uk/blog](http://www.fuselearning.co.uk/blog)

## Fuse Learning Commitment

Fuse Learning helps organisations to realise the potential of their staff and maximise the benefits of their investment in people.



In today's challenging economic climate employers, whether private sector or public, cannot afford to pay lip service to the notion that people are their greatest asset. That asset needs to be harnessed to the full.

At Fuse Learning we take a 'holistic' approach, embracing the provision of a range of services which empower organisations to link their investment in people, in all its forms, to their corporate objectives and ensure that their staff are equipped to contribute effectively to a modern, strategic working environment.

We are committed to developing tailored solutions that best suit the individual requirements of our clients, guaranteeing the highest level of effectiveness.

If you would like to discuss your requirements, or any aspect of the Fuse Learning service, please do not hesitate to contact us:

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