



VISIONARIES
SUMMIT 2024

Looking through a Different Lens:

Transitioning HR from Tactical to Strategic



- ❑ *The origin of the Transformer*
- ❑ *Organizational Awareness and Alignment*
- ❑ *Establish an HR Strategy*
- ❑ *Tactical vs. Strategic*
- ❑ *Assessing Procedures, Policies, and People for Change*

The Origin of the Transformer

- ❑ A path unknown
- ❑ Prepare for the journey
- ❑ Build a roadmap

Organizational Awareness and Alignment

- ❑ Organizational Strategy
- ❑ The View from the Top
- ❑ HR Alignment

Establish an HR Strategy

- Establish an Identity
- Know your Value
- Manage Expectations

Tactical vs. Strategic

- ❑ Know the Difference
- ❑ Words Matter
- ❑ Determine your Thresholds

Assessing Policies, Processes, and People for Change

- Policies should be Established
- Processes should be aligned with Policies
- People should be aligned with Both



**THANK YOU FOR
ATTENDING**

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