



# HR Strategy Shaping Interview

**Objective:** When starting a new HR leadership role, using HR Strategy Shaping Interviews is a helpful way to build relationships, credibility and to identify ways the HR team can contribute to the organisation's success. What you learn from holding these interviews can then be incorporated into your HR strategy.

**Instructions:** Episode 26 of the HR Coffee Time podcast gives full instructions on how to use an HR Strategy Shaping Interview.

The 6Ps	Key questions (adjust these to be most helpful for you)	Answers/Notes
<b>Products</b>	<ul style="list-style-type: none"><li>• Which products and services does the organisation offer?</li><li>• Which products and/or services is your team responsible for?</li><li>• Which of your products/services interact with the HR team/need input from the HR team?</li></ul>	
<b>Performance</b>	<ul style="list-style-type: none"><li>• How do you think the organisation &amp; your team is performing?</li><li>• What are you proudest of achieving?</li><li>• What key metrics/measures/KPIs are in place?</li><li>• How do you think the HR team is performing?</li><li>• What would help improve performance?</li></ul>	
<b>Priorities</b>	<ul style="list-style-type: none"><li>• What are the organisation's priorities &amp; your team's priorities?</li><li>• What are your personal priorities for your career?</li><li>• What are you most interested in?</li><li>• What do you think the priorities should be?</li></ul>	



## HR Strategy Shaping Interview Continued...

The 6Ps	Key questions (adjust these to be most helpful for you)	Answers/Notes
<b>Processes</b>	<ul style="list-style-type: none"><li>• Which key organisational processes do I need to be aware of?</li><li>• Which processes are your team involved in, or take the lead on?</li><li>• What are the challenges that these processes bring?</li><li>• Which processes (including HR processes) could be improved? How?</li></ul>	
<b>Pressures</b>	<ul style="list-style-type: none"><li>• What pressures is the organisation under?</li><li>• What pressures affect your team? Is there a particular time of year, or process that impacts this?</li></ul>	
<b>Power</b>	<ul style="list-style-type: none"><li>• How do things get done in this organisation?</li><li>• Who are the key influencers in the organisation?</li><li>• Who is it important I speak to next to make sure I create an effective HR strategy?</li></ul>	



## HR Strategy Shaping Interview Continued...

**Instructions:** Once the interview is over, read through your notes and jot down any ideas that it has sparked for your HR Strategy and key areas that you have influence over. Identifying quick wins (sometimes called ‘the low hanging fruit’) and then actioning them can be a good way of

Quick wins	Longer term goals	Ideas to put on the backburner

Final note - Remember to keep everyone you've spoken to up to date about anything you've implemented (or plan to implement) as a result of what they have shared with you.