

H R: THE PRIME DIRECTIVE

Human Resource professionals increasingly face a potentially lethal mix of ethically challenged plaintiffs' attorneys, questionably competent judges buttressed by an even less competent jury pool, abrasive anti-business politicians and media, and crusading advocates for lousy employees masquerading as government bureaucrats. Just trying to remain in compliance with the myriad of ever-changing regulations, legal interpretations, and reporting requirements can be daunting, let alone having to make sure that evaluation, compensation, pension, and insurance programs are run in a competent manner. But...effective leaders understand that these important HR functions do not, by themselves, constitute sufficient conditions for achieving excellence.

The Prime Directive for a Human Resource Department should be to provide leadership for the recruitment, maintenance, and development of a workforce comprised of individuals who are competent, dedicated, positive, and proud of their company. No matter how technically proficient any HR Department that fails at the Prime Directive is a failure.



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