

Case Study | People Operations Process Review

This case study will focus on the third project, the HR Audit, and the roadmap developed to ensure global HR compliance for the organization. We established a 30-minute call weekly to keep the progress of the deliverables moving forward. Thrive HR Consulting has a proprietary HR Audit process/checklist used to conduct the analysis. Our extensive audit check list has 80 HR Policies, 25 Compliance Items and 62 HR Processes. The internal project name was “Keep the CHRO out of Jail” initiative.

The Thrive HR team had access to all the HR policies and processes via SharePoint sites, Intranets and HR Team practices. The consultants evaluated all existing global and local policies and processes. The consultants also identified missing policies and processes and developed a prioritization for each of the incomplete or missing documents. Based on the audit analysis, the Thrive HR team created a roadmap for the HR Team based on how critical it was to have a policy or process in place. The consultants also prepared and delivered communications for the HQ and field teams on the project and status of the work completed and in process.

The Thrive HR consultants identified the highest priority deliverables and developed drafts of policies and processes for the HR team to review, edit, approve and post on the company intranet.

The Results:

Feedback from CHRO, “completing these projects on time and on budget gave the CHRO and the HR team credibility with the business. “The CHRO also appreciated Thrive HR’s weekly project updates, the leader used the executive summary each Monday at the C-suite Leadership Meeting with the company CEO.

Thrive HR developed 22 new or updated policies deemed critical/high priority for the organization.

Ready to Move Forward Together?

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