HR Excellence Worksheet

**Implementing Strategy Through Managing Organizational Culture**

1. I would describe my company’s strategy as:
2. I would describe my company’s culture as:
3. The strengths of my company’s culture include:
4. Aspects of my company’s culture that could be improved include:
5. HR practices that support my company’s strategy or that contribute to creating the desired culture:
6. New initiatives that could be implemented to support my company’s strategy or that contribute to creating the desired culture:

**Demonstrating the Value of HR**

1. What employee attitudes and behaviors do you currently assess?
2. What additional employee attitudes and behaviors might you assess?
3. What are the critical HR practices that impact employee attitudes and behaviors, and ultimately organizational performance in your company? How might you demonstrate that these linkages exist?