

## HR Cheat Sheet:

# QUESTIONS FOR EFFECTIVE STRATEGY AND LEADERSHIP

**World-Class HR Teams Regularly  
Ask these Questions to **IMPROVE  
LEADERSHIP** Outcomes...**

- What is our organization's long-term vision, and how does HR strategy align with it?
- What are the key talent gaps and workforce trends we need to address in our HR strategy?
- How can we enhance employee engagement and retention through our HR leadership approach?
- What is the role of diversity and inclusion in our HR strategy, and how do we measure progress?
- Are our HR policies and practices compliant with current labor laws and regulations?
- What data and analytics are we using to make informed HR decisions?
- How do we ensure that our HR initiatives contribute to the organization's bottom-line results?
- What are the critical skills and competencies our work force needs, and how are we developing them?
- How do we foster a culture of continuous learning and innovation within our HR team?
- What is our succession plan for key leadership positions in HR and the organization?
- What technology and tools can we leverage to streamline HR processes and improve the employee experience?
- What technology tools or software do we use to streamline compensation and benefits administration?
- How do we measure the effectiveness of our recruitment and onboarding processes?
- What strategies do we have in place to manage remote or distributed teams effectively?
- How do we handle employee well-being and mental health in our HR leadership approach?
- What steps are we taking to future-proof our HR strategy against emerging workplace trends and challenges?