

# Alignment, Assignment and Accountability:

Transformational Human Capital Strategy that moves organizations From Good to Great!

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# Guiding Thought

Who are **you**,  
that they are  
who they are?

# Alignment

- Vision (**External**)
  - Future success; inspirational and aspirational; challenge and inspire employees (SHRM, 2012)
- Mission (**Internal**)
  - Reason for existence; overall purpose; what it does (SHRM, 2012)
- Is your human capital strategy **ambitious**?
  - **Bold**
  - **Innovative**
  - **Specific to mission and vision**

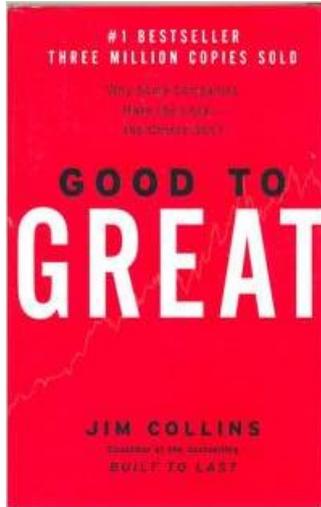
# Assignment

- Begin with the end in mind!
  - Specific and outcome focused
- Personal agendas focused on outcomes
  - Progressive employees have specific goals to accomplish in the position and reasons for doing so
  - Positive rather than negative—the mission
  - Trust building and truth living—the vision
  - Feed them or they'll eat the customers
    - What does the candidate need for success and growth?
    - Offering more challenge and responsibility—iron sharpens iron!

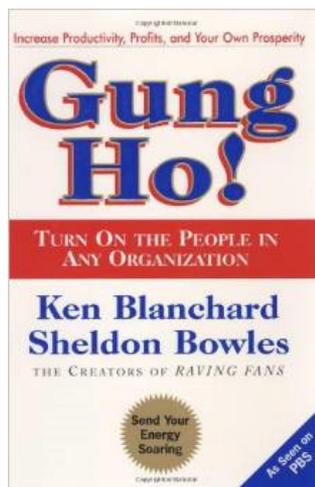
# Assignment

- The Irreplaceable
  - These are your influencers— your rock stars!
  - What do they look like in your organization?
  - How will you access, recruit and retain them?
  - How will you develop and reward them?
- Irreplaceables must be challenged!
  - Your goal is to develop a team of 100% Irreplaceables!

# Assignment



- Who's on the bus?
- Right people; right, seat; right direction; right destination?
- Mechanical failures or a blown tire?



- Character, Competence and Commitment!
- Synergistic spirit!
- Will the candidate deliver and empower?
- Will the candidate be a good match for the culture of the organization?

# Accountability

## CHALLENGES

- Is the problem related to:
  - Alignment?
  - Assignment?
  - Accountability?
    - Who develops the employee?
    - Who supervises their work?
    - Who plans and documents?
- Does the work:
  - Align with the vision?
  - Support the mission?

## TAKE AWAYS

- Onboarding
  - Incredibly important
- Development
  - Builds Irreplaceables
- Stakeholder alignment
  - Moves from Good to Great!