

Building a strategic HR function

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What does strategic HR actually mean?

Strategic HR is co-ordinated and consistent with the overall business objectives in order to improve business performance.

Adaptable

**Aligned to
the
business**

**Not self-
interested**

**Externally
aware**

**Superb
listening**



When life gets in the way . . .

- A great ambition to have
- But ambition has to be tempered by reality
- Is it what the business want?
- Ego-led initiatives
- Getting the basics right - credibility



And how does it look?

astute
feedback
takespolitically listening
curious customer-focused
tenaciouswell-networked
changecomfortable
empathy inquisitive
excited



What does it mean to you?

