



## Why Conduct an HR Effectiveness Survey?

Every department within any organisation has a responsibility to demonstrate value and ensure their day-to-day activities are aligned with those of the business. When you consider 70% of the average organisation's operating expense is on people related costs, Human Resources (HR) has arguably the biggest responsibility to deliver effective services. Ask yourself: "What do your employees and line managers actually think about your HR services?"

Glass Bead Consulting's HR Effectiveness Survey 2.0™ provides a tangible answer to this question. The Survey helps you capture the views of your key stakeholders. By taking a snapshot view of what your organisation thinks about HR we help you pinpoint:

- Where exactly you can improve service
- How your HR function is currently perceived by your internal customers
- What is really important to your internal customers
- How well aligned is your HR service with the goals of the business
- Are you delivering the important services effectively?
- What are the priority areas for improvement or transformation?
- It also gives a positive message to the rest of the organisation about your commitment to deliver and improve HR services.



## HR Effectiveness Survey 2.0™ Outcomes

Upon completion of this Survey you will be able to:

- Establish where to improve your service
- Review feedback from your internal customers, collected and correlated by us – an independent authority
- Validate your HR strategy
- Benchmark your HR function internally
- Supports a Business Case for change
- Use our experienced team of HR management consultants to help develop an Action Plan

## Top 3 Reasons to undertake an HR Effectiveness Survey

The HR Effectiveness Survey 2.0™ is a valuable undertaking with a host of business benefits. Our customers tell us the top 3 reasons for engaging with us are as follows:

- 1) HR needs transforming in line with your changing organisation, and you want help to prioritise which areas should be transformed or improved
- 2) Business executives want HR to demonstrate value or want external verification of performance
- 3) Sanity check your current HR strategy, or to help make a business case for change internally



# Glass Bead Consulting

HR Transformation Specialists



HUMAN RESOURCES  
**EFFECTIVENESS**  
Survey 2.0™

*“We commissioned Glass Bead Consulting to conduct an HR Effectiveness Survey to **garner candid feedback about how HR delivers services to the business**. Glass Bead Consulting enabled us to pinpoint the key HR services that business managers needed to fulfil their day-to-day business objectives. The clarity of the analysis helped us **develop a robust Action Plan for improving HR Services** that support our organisation”*



## Who is the HR Effectiveness Survey 2.0™ for?

- Typically for HR functions serving one thousand or more staff
- Suitable for all sectors including Private, Public and Not-for-Profit Organisations. Available across all geographies
- HR Directors, Business Leaders, Internal and/or External Consultants will recognise the value this assessment delivers

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## FOR MORE INFORMATION, CONTACT US

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## Our Promise to You

### Customised To Your Needs

- \* Tailored according to your HR Processes
- \* Branded in keeping with your organisation
- \* Bespoke approach to your problem areas

### Independent

- \* We provide an unbiased and objective view from your employees and managers

### A Service You Can Trust

- \* Rely on the leading survey technology in the market
- \* We uphold anonymity which means you get the honest, candid feedback that counts
- \* A valuable fixed price service