

HR More Focused

JR Croston

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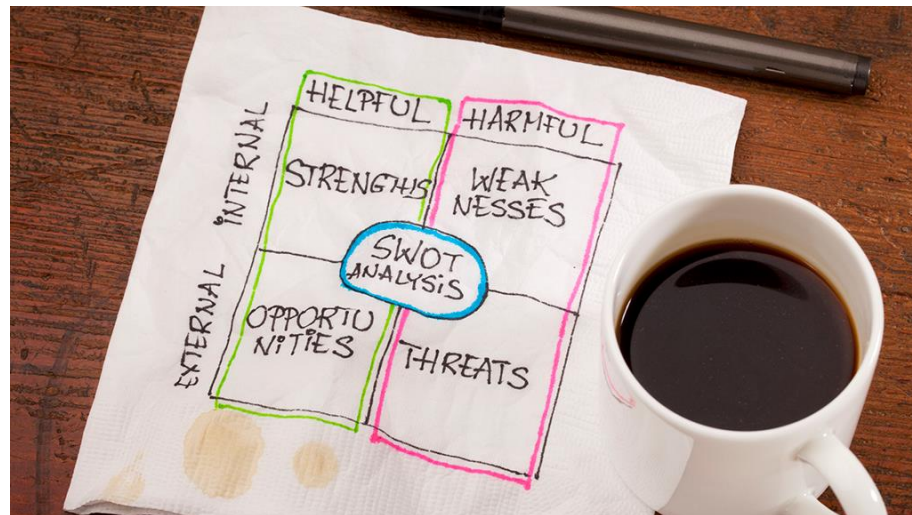
Relationship Building

- Business Executive
- Business Peers
- HR Function
- Other Stakeholders
- Board Members



Business Assessment

- Industry Trends – Macro & Micro Level
- Competitor Analysis / SWOT
- Business Culture & Strategic Objectives
- Human Capital SWOT



Consensus Building

- Input
- Feedback
- Perfection is Not Important
- Alignment paves the way for exponential change



Operationalize Your Plan & Control

- Build Awareness & Communication
- Implement – Help your Management Team
- Evaluate & Accountability
- Communicate Progress



Questions

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Appendix



People Dashboard - Example

Key Metrics	12/2016	Q1/17	+ / - %	Q2/17	Q3/17	Q4/ 17
Retention						
Diversity						
Productivity						
Customer Exp						
Engagement						
Leadership Readiness – Now						
Leadership Readiness – 1 – 2 yrs						
Leadership Readiness - Later						

Strengths, Weaknesses, Opportunities, Threats - Example

Strengths	Weaknesses
<ul style="list-style-type: none">▪▪▪▪▪▪▪	<ul style="list-style-type: none">▪▪▪▪▪▪
Opportunities	Threats
<ul style="list-style-type: none">▪▪▪▪▪▪▪	<ul style="list-style-type: none">▪▪▪▪▪▪