



HR COMMUNITY OF PRACTICE

a place to collaborate, connect & learn

STRATEGIC PLAN 2024-2026

MISSION Facilitate a community of practice centered around HR partnerships, bringing together HR professionals to collaborate and learn, fostering growth and development. Focus on current topics of interest for their continuous competency development and contribution to the university's overall mission.

VISION To evoke a sense of pride, excitement, motivation, and belonging among all members of the HR community

DEDICATION TO THE INSTITUTION

The University of Michigan encounters numerous intricate institutional challenges. To tackle these issues, human resources, working with our colleagues in schools, colleges, and units throughout the university, must deliver knowledge, service, and excellence that surpass organizational boundaries. This strategic plan aligns the UMHR Community of Practice with these priorities.

STATED PURPOSE

Offer opportunities that tap into the collective wisdom of the UMHR community via diverse programming and initiatives, cultivating a collaborative atmosphere for shared learning and professional growth. Provide programs offering insights into practical and strategic HR solutions, assisting the university in achieving its goals and objectives. Promote a vision that emphasizes creating, mentorship, and sharing HR expertise within the community. Introduce HR methodologies to elevate knowledge and awareness. Incorporate HR competency models to develop HR proficiency that is in harmony with operational objectives, facilitating improved adaptability/flexibility in addressing challenges.

ACTIONABLE ELEMENTS

- Facilitate connections among individuals who may not typically engage with each other.
- Establish a collective framework for HR professionals to exchange information, narratives, and personal encounters, fostering comprehension and insight.
- Foster dialogue for the exploration of innovative possibilities, resolution of complex issues, and the generation of mutually advantageous opportunities.
- Disseminate existing knowledge to enhance HR practices by creating a platform to address common challenges and implementing a system to gather and assess best practices.
- Adapt HR practices to align with technological advancements.

STRATEGIC FOCUSED AREAS

- HR competency
- Leadership skills
- Knowledge transfer
- Health and wellness
- Mentoring
- Advanced HR certifications
- Onboarding for HR professionals
- Diversity, equity, inclusion and belonging
- Cultivating a positive culture and environment
- Building relationships between Michigan Medicine and campus

GUIDING PRINCIPLES INFLUENCING OUR BEHAVIOR

- We will prioritize our HR colleagues and honor the evolving dynamics within the HR field.
- Dedication to the institution and cultivating a collaborative learning community to advocate for the university's mission and values.
- Implement competency development programs that are contemporary and pertinent and offer education and value to our peers and colleagues.
- Elaborate on each set of ideas, delving into their potential to elevate the university to a new level of success.
- Leverage data to assess our actions and their impact on our behaviors and outcomes.

ENSURE SUCCESS OF THE STRATEGIC PLAN

- Identify critical challenges and needs through surveys
- Deliver programs that grow the HR profession
- Facilitate opportunities for the sharing of knowledge
- Provide access to current HR issues
- Agility to respond effectively in crisis situations
- Explore innovative ideas and approaches
- Foster opportunities for collaboration
- Utilize data to assess effectiveness

HR ORGANIZATION

- Reinforce the strategic significance of the HR community
- Evident management endorsement
- Avoidance of overstepping the role of our HR partners
- Recognize formal and informal structures
- Sustained positive attitude

ESSENTIAL ELEMENTS

- Domain that inspires a cohesive group
- Competent and esteemed leaders
- Participation of subject matter experts
- Explore the nuances of successful HR practices
- Balanced combination of existing and evolving HR subjects