**QUESTIONS FOR ORGANIZATIONAL LEADERS**

What precipitated this project? (officially/unofficially)

Who is the audience for the final report?

How do YOU currently use HR?

How would YOU like to use HR? What services are they not providing that you believe they should or could?

What does the future look like for FBMS and what is HRs role in this future?

Do you view HR as more transactional, tactical, or strategic? What would you like more of?

These are the major areas of responsibility for the HR function. How is HR involved in each of these areas – and how do you think they should be?

Recruitment

Safety

Employee Relations

Compensation and Benefits

Compliance – Risk Management

Training and Development

If asked to evaluate the HR staff, how would rate them in the following competencies? *(NOTE: We did not ask this question but rather received feedback during the course of the conversations.)*

HR Expertise

Relationship Management

Consultation Skills

Leadership and Navigation

Cultural Effect

Ethical Practice

Critical Evaluation

Business Acumen