Strategic partner discussion

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Strategic Partner Discussion February 21, HR professionals contribute to achieving organization goals. The research delves on change implementation. The research delves on the HR professional's contribution to organizational policy change. HR professionals deserve a seat at the table in order to significantly help drive organizational change and implement organization policy.

Some of the barriers HR professionals face in their efforts to be viewed as true business partners

As HR manager of Diamond Express Inc., the HR professional often faces some barriers in their effort to be viewed as true business partners. Most managers feel that they can do the job of the HR professional. The managers can do the Hr professional's job to implement suspensions, fines, terminations and other acts which are seen as unfavorable to the employees. Consequently, there is no need for HR professionals in table

Second, the HR professionals do not have the feel or business acumen to contribute to increasing company profits. HR professionals often do not have the accounting, economics knowledge. The same professionals are not adept at business management theories. Similarly, the HR professionals may not have the capacity to assume and manage business risks (Wallace, 1982).

HR professional can do certain acts to position him- or herself as a business partner

Implementation of policies. HR professionals can help employees implement company policy, without wasteful overstaffing. The HR professional can recommend more effective interviewing, hiring, training, promotion, and termination, matching skills to fill vacancies, retention and pay issues. The HR professional contributes to the improvement of the employees' current

job outputs and consistency with internal environment factors. For example, the office clerk who is slow typist can improve work output with the HR professional's help. The HR professional will engage the employee in timing speed seminars and other trainings. The employees will enthusiastically enroll in the HR professionals' program to increase their data encoding or typing speed (French, 1982).

Change leaders. The HR professionals help employees embrace company changes. It is normal for company to institute changes in company policies and procedures. Changes include product and services changes. Customers often change product and service choices. The company must supply the new products and services. For example, the demand for the old fashioned typewriter was replaced with the later demand for computers (French, 1982).

The HR professionals will contribute to reduce resistance to change. The HR professionals will use seminars to equip the employees with the necessary capabilities for successful change. HR professionals will persuade the change opponents to eagerly embrace change. Most change opponents are old employees (Schermerhorn, 1997).

The significance in having that " place at the table" image

There is favorable significance in having that " place at the table" membership. Each member contributes to the prestigious group's creation and change of company policies. As member, the HR professional trains the employees to achieve organizational goals and objectives. Specifically, a member contributes a huge part to discussing the solutions to persistent organization issues and challenges relating to accomplishing the organization's aims (Genus, 1998).

Summarizing the above discussion, HR professionals help attain organization goals. HR professionals can help change implementation. The HR professional can help employees embrace change policies within the organizational. Evidently, the Diamond Express Inc., HR professional qualifies for a seat at the table to influentially help profitably ensure organizational change and put into action organization policy.

References:

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