

Strategic Planning Deliverables

Strategic planning process orientation

Mission statement refreshed/developed

- Historical perspective
- External evaluation
- Internal evaluation
- Major changes indicated
- Draft & final mission statement
- Directions to go to carry out mission

Set primary objectives to achieve mission

- Past planning history summarized
- Assumptions about the future
- Long term goals targeted
- Primary goals for current period
- Authority/accountability/responsibility

Develop primary objective strategy

- Past planning history summarized
- What-how much-when
- Define realistic alternatives
- Develop risk assessments for strategies
- Eliminate unsuitable strategies
- Select and focus best strategies

Plan department key result targets

- Specifically identify results desired
- Identify tasks & actions
- Assign responsibility
- Budget costs & time
- Set start, review & deadline dates
- Identify resources & contingencies

Prepare for the next planning session

Develop mission statement worksheet

Develop primary objectives worksheet

Develop key results planner

Review decision maker worksheet

Review creative solution finder worksheet

Review selected additional planning tools

Additional and expanded
HR services are tailored
for specific client needs

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Strategic Planning Assistance



PHRST offers *a la carte* human
resource management through select
Professional Human Resource
Service Teams

est. 1984

Strategic Planning Assistance

What Is Needed

PHRST's planning professionals transform your vision into a focused, objectives-oriented working tool. Strategic planning is one of the most important – and most overlooked – factors for an organization's success. Too often plans are absent or ineffective.

State-of-the-Art

Service basics include on-site facilitated planning, on-line plan development with hardcopy printing of plan notes, general suggestions, breakout sessions and process modeling and training for plan implementation and enhancement. Under the guidance of HRO's professionals, your team will develop effective strategic plans that will be used to guide your business. Our professionals provide valuable, user-friendly, detailed and cost effective planning facilitation and state-of-the-art planning tools..



Knowledge, Skill & Ability

Our strategic planning team is staffed by human resource specialists and led by certified senior professionals in HR management. We combine a thorough understanding of practices, regulations and professional standards with technical expertise. This enables us to deliver business-focused, real-world solutions in a final format which you easily install and manage.

When, Where & For How Much

Project completion requires approximately three intensive workdays. Depending on client need, our professionals are available to work at client locations, designated sites or PHRST offices. The basic service fee is \$12,000, comprising a \$7,000 initiation fee and a \$5,000 final charge. Expenses are documented and billed at-cost to clients. At an additional preferred client fee, guidance and service are available in person, via phone/video conference, by fax and via Internet.

About PHRST

Strategic Human Resource Management

PHRST stands for **P**rofessional **H**uman **R**esource **S**ervice **T**eams. Our service model enables us to provide you with HR experts in all 7 areas of HR:

- Employment Practices
- Management Practices
- Health, Safety & Security
- Compensation & Benefits
- Employee & Labor Relations
- Human Resource Development
- Staffing/Recruitment Practices

PHRST works with clients on an a la carte basis across industries, around the world, for profit or not and regardless of organization size. We service public, private, and government entities, and we are effective at all organization levels. Our approach is client-centered, worksite interaction, where we provide user-friendly, practical approaches intended for prompt and effective implementation. We work 24/7 to meet client needs. Our value and success are built upon best practice insight, sound experience, education and hands-on know-how. Organizations count on **PHRST** for knowledge, skill, ability, ethics and integrity.