

20 Questions to Consider When Doing Strategic Human Resource (HR) Planning

Christian ministries need many resources to carry out their mission and vision. One key resource is our ministry team and the people who serve on it.

It is vitally important for ministries to be proactive about staffing needs. What will the HR plan for your ministry look like over the next 3-5 years? What should you consider when working on a strategic HR plan?

The following questions are important to consider and answer:

1. Where are we going?
2. How will we develop HR strategy to successfully get there?
3. What skill sets do we need?
4. What new jobs will we need?
5. Do our present employees have the required skills?
6. Are employees currently in positions that use their Strengths?
7. Is our management/leadership structure sufficient?
8. What HR gaps exist between where we are now and where we want to be in 3-5 years?
9. How big are the gaps we identified?
10. How many staff will be required to achieve the strategic goals of the organization?
11. What HR adjustments, additions, and/or reductions will be needed to address those gaps?
12. Can current staff be trained to address identified needs?
13. Are staff additions necessary?
14. Can we outsource to meet specific needs?
15. Can we collaborate with another organization for shared resources?
16. Can we implement our plan in phases?
17. Is downsizing necessary to right-fit HR needs?
18. What trigger points should we establish?
19. What is the financial implication of our plan?
20. What is our estimated timeline for implementation?

Grace in Action (GIA) is developing a ministry-focused process for Strategic HR Planning along with appropriate tools and resources. Please contact Peter Wolfgramm (pwolfgramm@grace-in-action.com) for more information about how we could partner with you and support you through the Strategic HR Planning process.

Philippians 1:6 . . . being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.