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## **Doing Step One of the GIA Strategic HR Planning Process**

The overall purpose of Strategic HR Planning is to link HR management **directly to your overall strategic plan, to predict future HR needs, and to remain flexible** so that you can manage change as it occurs. Here are steps to look at trying on your own, or to consider as you invite GIA to come and assist you with the process (so you, the leader, can be part of the process and not have to focus on leading it.)

**The Grace in Action process has four steps.**

**Step 1:** Assess current HR status

**Step 2:** Forecast future HR requirements

**Step 3:** Analyze the gap between current status and future needs

**Step 4:** Develop a strategic plan to address those gaps

### **What happens in Step 1?**

- Each team member completes a **brief data-gathering survey**
- Each team member participates in a **15-minute Zoom interview with GIA** to review their input
- **GIA compiles the input** and shares it with your small team who is driving the Strategic HR Planning process
- Your small team attends a **90-minute Zoom meeting to overview the current HR status**

### **Deliverables for Step 1:**

1. Compiled team input
2. Summary of significant findings in Step 1
3. Step 1 report

If you would like more information about this process, **please schedule a free [30-minute conversation with Peter Wolfgramm](#) for more details.**