



Doing Step Two 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, predict future HR needs, and remain flexible** so that you can manage change as it occurs.

Grace in Action has developed a ministry-focused process and accompanying tools to facilitate Strategic HR Planning.

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 2?

- **All team members provide input** regarding potential future HR needs
- Your small team **compiles the list of needs in preparation** for the Step 2 Zoom meeting
- Your small team attends a 90-minute Zoom meeting **to articulate the input and to begin prioritizing them**

Deliverables for Step 2:

1. Step 2 Report ([view sample here](#))
2. Survey link for all team members to provide input on prioritizing HR needs

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