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**Human Resource  
Transformation**  
Leadership In The Face Of  
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**Demonstrating  
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*Drafting a Powerful HR  
Strategy - HR Transformation  
Tool 4.2 #04 How to build a  
powerful Human Resources  
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**HR Transformation: Four  
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Transformation is “a radical effort to change, rethink, reinvent, and reposition HR’s role in the organization.” (Rothwell, Prescott, and Taylor, 2008). In order for the Transformation to be successful, we will need to focus on four key imperatives: creating an effective HR structure, revising HR processes and policies, staffing the HR organization based on redefined competencies, and implementing the

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Transformation endeavor, it is essential to know your current state. An objective assessment of your current situation spanning the company's strategy, people, process, technology, information, as well as culture and mindset is an essential starting point.

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function to a strategic  
business partner is yet not  
fully imbedded in the work  
culture of the organizations  
and HR needs to work closely  
with different levels in the  
organization and create  
several examples as well as  
leverage digital platform to  
demonstrate its'  
quantifiable contributions  
to the P&L.

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