



It's all about strategic thinking

Big data, workforce analytics, unified databases, mobile delivery, social media and all the other great technology that is available today is not worth anything if HR and people managers are not able to apply the technology to improve the company's business performance.

Competitive
Business
Performance

HR Strategizer - *Know how to use technology*

Business expertise

Technology capability

HR Cloud Solutions - *Know what technology is required*

HR Strategizer teaches clients to think strategically and understand that every decision has an impact on the company's profitability. HR Strategizer simulates the kind of situation when technology and strategic thinking come into play – it is called experiential learning.

Participate in a “game” that simulates HR strategic advice & decision making

Gamification – the most effective learning technique

There is no better way to achieve knowledge transfer and learn from the experience of others than to create the kind of environment that participants would be face in their role as HR professionals or people managers. It is more than online learning – it is business simulation.

Make the right strategic choices in a game situation



HR Strategizer presents participants with a **series of HR issues** that emerge during a reporting period and appear in the HR metrics provided to the company's Board of Directors.

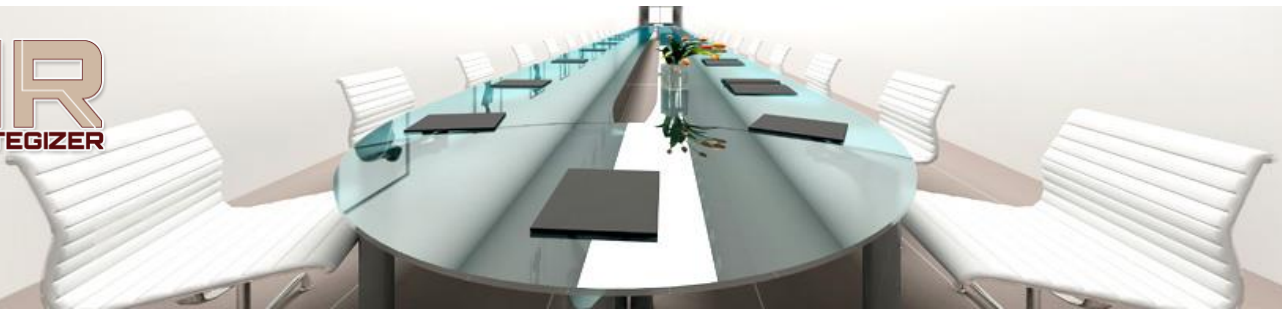
The game simulates the kind of requests for advice that the Head of HR would be called upon to make.

Each issue raised has **three alternate scenarios**. There is no right or wrong answer but the financial impact of each decision is programmed into the game result.

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HR should have a “**seat at the table**” to provide strategic advice on HR matters: Now there is a chance to demonstrate the value HR brings

About the HR Strategizer Game

Game ONE is the airline industry



LFA Airline is a fictitious airline created to form a case study for the HR Strategizer game

Assemble a team of collaborators



Game ONE is based on a **forecast loss of \$500 million**.

- The purpose of the game is to test each team’s strategic planning ability.
- The game consists of five rounds of HR issues requiring a strategic decision.
- The issues are grouped into six key areas supported by HR metrics.
- Each issue offers three possible scenarios to choose from.
- The financial impact of each scenario is pre-programmed so that each team can see how their decision will influence the company’s financial performance.
- There are over 1,000 impact points programmed that influence the revenue and cost items in the Profit & Loss statement.

If the right scenario option is chosen each time it is possible to turn the projected loss **into a small profit**

The game encourages collaboration using the latest social media tools. Part of the learning experience is the sharing of ideas and gaining an insight into the thought processes learned from others.

Technology Capability from HR Cloud Solutions – Custom Apps & Data

Available to **HR Cloud Solutions Community Professional** members (over 1,000 LinkedIn Group Members)



Real time application integration platform	Unified database platform for HR metrics
Library of HR metric metadata	Downloadable custom built reports
Component application store	Reusable code library
Mobile apps, social media, collaborative tools.	Pre-built HRMS application framework for custom development

The HR Strategizer is a custom built application on the Force.com platform. To reuse and customize the template for company or industry specific games contact us.

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