

# HR as Liberators

**People are the biggest asset of most organisations and CEO's want their HR team to be disrupters, to take a strategic view and to be proactive in leading the people agenda.**

HR have a key role to play in liberating talent. Key to this is:

- **Understanding your organisation,** the context, challenges and possible future scenarios. Using this insight to develop tailored solutions.
  - **Using evidence to improve outcomes** through improved decision making. Asking the right questions and seeking data to build insights.
  - **Broadening the ecosystem,** looking beyond the traditional boundaries of the organisation and thinking about 'borrow' as well as 'buy' strategies.
- **Adding value through formal process,** but not wasting time on processes which bring limited returns.
  - **Promoting a positive talent climate** so everyone is encouraged and supported to work at their personal best.