



# **STRATEGIC HUMAN RESOURCE PLAN TO SUPPORT THE OVERALL BASIC COMPANY PLAN**

**By**

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# **HUMAN RESOURCE PLAN**

**Purpose for Human Resource Function:**

**Environmental Factors Specific to Human Resource:**

**Human Resource Strengths and Weaknesses:**

**Human Resource Assumptions:**



## OBJECTIVES

	Actual Last Year	Next Year	5 Years
Manpower Forecast			
Full-time/Temporary Employee Ratios			
Total Labor Cost			
Yearly People Development Audit			
Hours Training per Employee/Year			



## OBJECTIVES

	Actual Last Year	Next Year	5 Years
Quality Circles (participation teams)			
Turnover Rate			
Performance/Reward System			
Benefits			
Compensation Levels			



## OBJECTIVES

	Actual Last Year	Next Year	5 Years
Wellness			
Recruiting Objectives and Costs			
Succession Planning			
Affirmative Action			
Pro-active Labor Regulations			



## OBJECTIVES

	Actual Last Year	Next Year	5 Years
Culture Index			
Measure of Skills Needed/ 100 Index			
Cross-training Index			
Literacy Rate			
Computer Literacy			
HR Audit			



## PRODUCTION PLAN

### **Purpose of Production Function:**

The production function is essentially the implementation of the firm's overall strategy. The production function mobilizes varied resources to put the firm's strategies in motion.



## **Strategies to meet objectives**

**Action Plan/Who does what/when?**



# **STRATEGIC HUMAN RESOURCE PLAN**

## **TO SUPPORT THE OVERALL BASIC COMPANY PLAN**

Purpose of Human Resource Function:

Environmental Factors Specific to Human Resource:

Human Resource Strengths and Weaknesses:

Human Resource Assumptions:

**OBJECTIVES**

	<b>ACTUAL LAST YEAR</b>	<b>NEXT YEAR</b>	<b>FIVE YEARS</b>
Manpower Forecast			
Full-Time/Temporary Employee Ratios			
Total Labor Cost			
Yearly People Development Audit			

**OBJECTIVES**

	<b>ACTUAL LAST YEAR</b>	<b>NEXT YEAR</b>	<b>FIVE YEARS</b>
Hours Training per Employee/Year			
Safety			
Quality Circles (participation teams)			
Turnover Rate			

**OBJECTIVES**

	<b>ACTUAL LAST YEAR</b>	<b>NEXT YEAR</b>	<b>FIVE YEARS</b>
Performance/Reward System			
Benefits			
Compensation Levels			

**OBJECTIVES**

	<b>ACTUAL LAST YEAR</b>	<b>NEXT YEAR</b>	<b>FIVE YEARS</b>
Wellness			
Recruiting Objectives and Costs			
Succession Planning			
Affirmative Action			

**OBJECTIVES**

	<b>ACTUAL LAST YEAR</b>	<b>NEXT YEAR</b>	<b>FIVE YEARS</b>
Pro-Active Labor Regulations			
Culture Index			
Measure of Skills Needed/100 Index			
Cross-Training Index			

**OBJECTIVES**

	<b>ACTUAL LAST YEAR</b>	<b>NEXT YEAR</b>	<b>FIVE YEARS</b>
Literacy Rate			
Computer Literacy			
HR Audit			

**OBJECTIVES (PEOPLE)**

	<b>LAST YEAR</b>	<b>NEXT YEAR</b>	<b>5 YEARS</b>
Staff			
Full Time			
Temporary			



**OBJECTIVES (PEOPLE)**

	<b>LAST YEAR</b>	<b>NEXT YEAR</b>	<b>5 YEARS</b>
Turnover Rate			
Training			
Budget for Total Labor			

## Strategies to Meet Objectives

## Action Plan—Who Does What/When?

## R. HENRY MIGLIORE

Dr. Migliore is President of Managing for Success, an international consulting company. He was Professor of Strategic Planning and Management at Northeastern State University/Oklahoma State University—Tulsa from 1987-2002; Dr. Migliore teaches at the graduate and undergraduate levels. He was formerly Professor of Management and former Dean of the ORU School of Business from 1975 until 1987. He was a visiting professor at the University of Calgary; ITESM Campus Guadalajara, Guadalajara, Jalisco, Mexico; Singapore; and WuYi University in China.

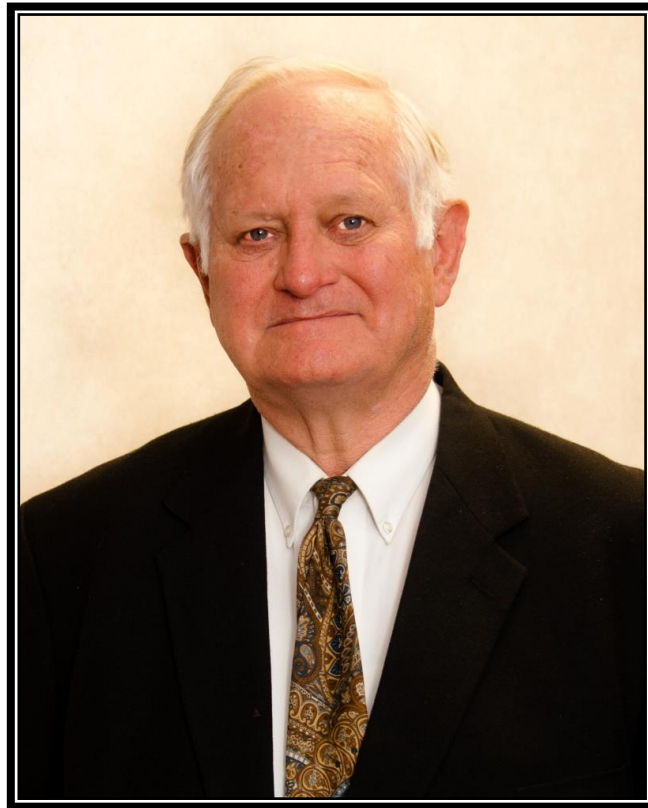
He is former manager of the press manufacturing operations of Continental Can Company's Stockyard Plant. Prior to that, he was responsible for the industrial engineering function at Continental's Indiana plant. In this capacity, Dr. Migliore was responsible for coordinating the long-range planning process. In addition, he has had various consulting experiences with Fred Rudge & Associates in New York and has served large and small businesses, associations, and nonprofit organizations in various capacities. He has made presentations to a wide variety of clubs, groups, and professional associations. Dr. Migliore has been selected to be on the faculty for the International Conferences on Management by Objectives and the Strategic Planning Institute Seminar Series. He is also a frequent contributor to the Academy of Management, including a paper at the 50th anniversary national conference. He served for 12 years on the Board of Directors of T. D. Williamson, Inc., and was previously on the Boards of the International MBO Institute, Brush Creek Ranch, and the American Red Cross/Tulsa Chapter, and is chairman of a scholarship fund for Eastern State College. In 1984 he was elected into the Eastern State College Athletic Hall of Fame. Dr. Migliore has been a guest lecturer on a number of college campuses. He has lectured for the Texas A & M, Pepperdine, ITESM–Guadalajara, Harvard and the University of Calgary Executive Development Programs. He serves on Chamber and/or Civic Committees, and he served on the Administrative Board at The First United Methodist Church, Tulsa, Oklahoma. He was selected Who's Who on a list of 31 top echelon writers and consultants in America.

To date, previous articles on management and business subjects have appeared in *AIIE Journal*, *Construction News*, *Management World*, *Management of Personnel Quarterly*, *Journal of Long-Range Planning*, *Dental Economics*, *Health Care Management Review*, *MBO Journal*, *Business and Society Review*, *Parks and Recreation Journal*, *The Journal of Business Strategy*, *Daily Blessing*, *Ozark Mountaineer*, *On Line*, *Real Estate Today*, *Communication Briefings*, *Journal of Sports Management*, *Alberta Business Review*, *The Planning Review*, *Hospital Topics*, *Journal of East-West Business*, *Journal of Ministry Management*, *IIE Solutions*, *Industrial Safety and Hygiene*, *Debt-Free Living*, *Supply Chain Management*, and two Mexican journals. His books include *MBO: Blue Collar to Top Executive*, *An MBO Approach to Long-Range Planning*, *A Strategic Plan for Your Life*, *Strategic Long-Range Planning*, *Strategic Planning for Church and Ministry Growth*, *Common Sense Management: A Biblical Perspective*, *Personal Action Planning: How to Know What You Want and Get It*, and *Tales of Uncle Henry*. They describe personal theories and experiences. He contributed to the books, *Readings in Interpersonal and Organizational Communication* and *International Handbook on MBO*. The book *The Management of Production: A Productivity Approach* is coauthored. Other books include *Strategic Planning and Management*, *Strategic Life Planning*, and *Common Sense Management*. The manuscript *People, Productivity, and Profits* has been completed. He is coauthoring a series of books with Haworth Press. Released so far are *Church and Ministry Growth* (1995), *Planning for Nonprofit Management* (1995), *Strategic Planning and Health Care* (1996), *Strategic Planning for Private Universities* (1997), and *Strategy Planning for Collegiate Athletics* (spring 2000). *Strategic Long-Range Planning for the New Millennium* was updated and published in January 2012. His books have been translated into Russian, Chinese, Korean, Spanish, German, and Japanese. A Spanish version of *Strategic Planning* was updated Spring 2013. He has also produced "Personal Financial Success," a video training kit offered on nationwide television, and video/audio tapes to go with his books. Dr. Migliore has developed three complete videotaped and computer Internet web-based correspondence courses. January 2013—A new course has been developed and instituted in 2013.

In November 1985 the daily "Managing for Success" cable television program was inaugurated and was on the air until March 1986. It was on Tulsa Cable. The series began again on Tulsa Cable in September 1986. He writes occasional columns for the *Tulsa World*, *Tahlequah Pictorial Press*, *Collinsville News*, *Jenks Journal*, and *Muskogee County Times*. A complete video series with four summary units and thirty-six support units covering planning, management, and common sense management supports other material.

In November 1998 Dr. Migliore was inducted into the Eastern Oklahoma State Hall of Fame. This followed his induction in 1988 into the Eastern Athletic Hall of Fame.

Dr. Migliore has been a small business consultant for the Oklahoma Small Business Development Center for 13 years. Dr. Migliore holds degrees from Eastern Oklahoma State, Oklahoma State University, St. Louis University, and completed his doctorate at the University of Arkansas. He belongs to the Academy of Management and the Planning Executives Institute and is a senior member of the American Institute of Industrial Engineers.



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