

## HUMAN RESOURCES AND ADMINISTRATION ALIGNMENT

The impact of “Organization Strategy”: When undergoing significant change, the necessary skills and the capacity of executive leadership to accomplish strategic challenges ahead is a critical issue. Other challenges are the requirement of skills that the organization does not have in-house or the lack of available time from high performing employees. Some strategic initiatives require bringing in highly experienced skills for transition, major change or projects. Once completed, existing management can take over.

These challenges are encountered by all organizations; new ERP systems, national to global growth, outsourcing, merger and divestiture, private to public to name a few. An example found in small and mid-market organizations is the ERP implementation which requires significant project management, close interaction with the business and a huge dedication of time by everyone. Hiring staff to meet this challenge provides significant risk, a potentially wrong selection, pre and post-implementation turnover or costly resources overmatched to the new environment..

**The only truly sustainable strategic advantage any organization can possess is its human capital and a high performing culture.**

Needed: an organizational strategy that is aligned with the business goals which provides:

- The right skills and capacities to meet changing strategic requirements.
- A business culture that attracts and retains the right staff at the right time.
- Extended resources to augment and provide a broad spectrum of assistance to maximize the efforts of existing staff and buffer the impact of significant change.

Deer Park Group can assist your organization in understanding the key business issues in “the strategic organization” and assist in developing a framework for making future organization decisions. DPG provides highly experienced executives that have “been there & done that before” and have the flexibility to support your organization in achieving strategic goals and limiting risk.

If you are committed to shifting your organization into high gear or merely evaluating it viability, the Deer Park Group can help. Through a fully integrated systems approach, the Deer Park Group equips its clients to develop strategies to optimize its human resources:

- Assess the alignment of your current organization to your business strategy
- Analyze gaps between current and future environments
- Determine Business Strategy impacts and competitive environment on your organization.
- Build a framework on which to base key organizational decisions
- Guide and mentor executive leadership in fulfilling the “Strategic Organization”

We identify the accelerants and roadblocks to your success and recommend strategies that will turn around problem areas and enhance your organization’s overall performance and profitability. We partner with you to thoroughly assess how your business might improve its human resources, improve efficiencies, reduce costs and realize corporate growth. We do the exhaustive legwork so you don’t have to; you can attend to business.

If you are undergoing a business transition, transformation or a technology refresh, the Deer Park Group can provide you with experienced leadership to enable you to meet your goals.

For more information about our Project and Program Management solution services, call 847-431-8349 or email us at [Info@DeerParkInc.com](mailto:Info@DeerParkInc.com)

**DEER PARK GROUP SOLUTIONS**

- **Strategic Planning**
- **Implementing the Strategic Organization**
- **Board Advisory & Interim Leadership**
- **Succession Planning & Interim Leadership**
- **Business & IT Alignment**
- **Project & Program Leadership**
- **Gaining ERP Results**
- **Governances and Regulatory Compliance**
- **Marketing Strategy**
- **Business Intelligence**