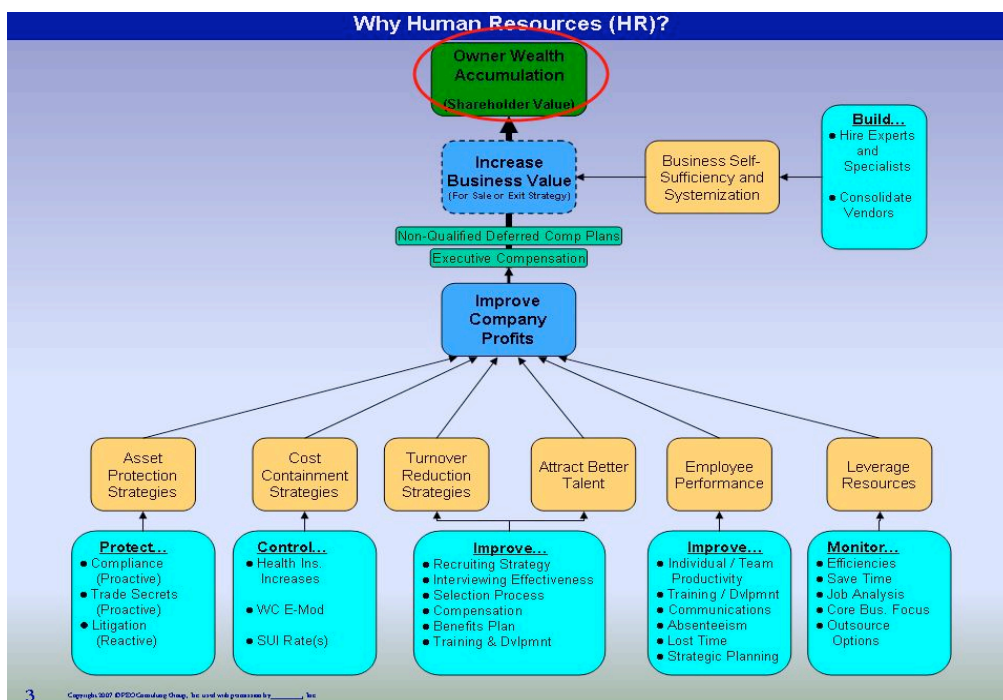


How Human Resources can improve Business Owner Wealth Accumulation and Shareholder value

This is the last in a seven part series which examines how human resources can improve business owner wealth accumulation and shareholder value. In the previous articles I asked the question:

If a company could get verifiable human resources expertise, services and products for a reasonable investment, and the mission was to assist in going after some of the profits being left on the table, and proactively work to minimize the chances of the disaster happening would that a sound business decision?

Based on the following model this article will address the issue of leveraging existing resources and getting the most out of your employees.



Leveraging resources involves a number of things all involving making sure work is being done in the most efficient manner. One of the challenges all of my customers are faced with is getting more done with less people. What is less obvious is how to do this. Unfortunately some leaders' want this to occur without considering a couple of basic questions.

1. Why are we doing this task?
2. Is there a better way to do this task?
3. Can someone else do this task?

Why are we doing this task is a question I would recommend you start with. I once was analyzing the work of a purchasing assistant and notice she filed a form in three places. One of these was a drawer at her desk which was only a couple of feet from the filing cabinet which contained another copy. When I asked why, you know what she said "Because that's the way we have always done it". After researching this further I learned that two assistants ago had broken her leg and this allowed her to sit at her desk rather than get up to use the filing cabinet. This may be a silly example but I promise you if you look around you will find similar stories.

Asking if there is a better way to do this task is also important in leveraging resources. It is not necessary to have a lean six sigma expert on your staff but it may not hurt to have a fresh set of eyes look at the work processes. We have found that by asking the right questions a process that involved 12 steps can be done in 3 or 4. Of course that may involve less oversight and approvals.

Can someone else do the task normally involves outsourcing. While outsourcing may cost more initially out of pocket in the long run concentrating on those items vital to your business may justify the costs. A number of human resources processes are a good example. Do you pay your own medial bills? How about administer your own 401(K)? It is likely you hire someone to do this for you and there are a number of other processes that likely could be outsourced as well.

Leveraging resources is a service available to you and GHRO is here to help.

Jeff Stinson is the President of Global Human Resources Outsourcing (GHRO) a full service Human Resources outsourcing and PEO in Irvine California. GHRO specializes in helping companies grow by better

utilization of their people. Jeff has been involved in the management and development of human capital for the past 29 years. Before founding Global Human Resources Outsourcing (GHRO) he ran a successful Human Resources consulting practice (JDS Consulting). Prior to JDS Jeff functioned as a senior human resources executive for several companies.