

Prepare for the Future of HR

McLean & Company's 2019 HR Trends Report



SAMPLE

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MCLEAN & COMPANY OFFERS VARIOUS LEVELS OF SUPPORT TO BEST SUIT YOUR NEEDS

DIY TOOLKIT



“Our team has already made this critical project a priority, and we have the time and capability, but some guidance along the way would be helpful.”

GUIDED IMPLEMENTATION



“Our team knows that we need to fix a process, but we need assistance to determine where to focus. Some check-ins along the way would help keep us on track.”

WORKSHOP



“We need to hit the ground running and get this project kicked off immediately. Our team has the ability to take this over once we get a framework and strategy in place.”

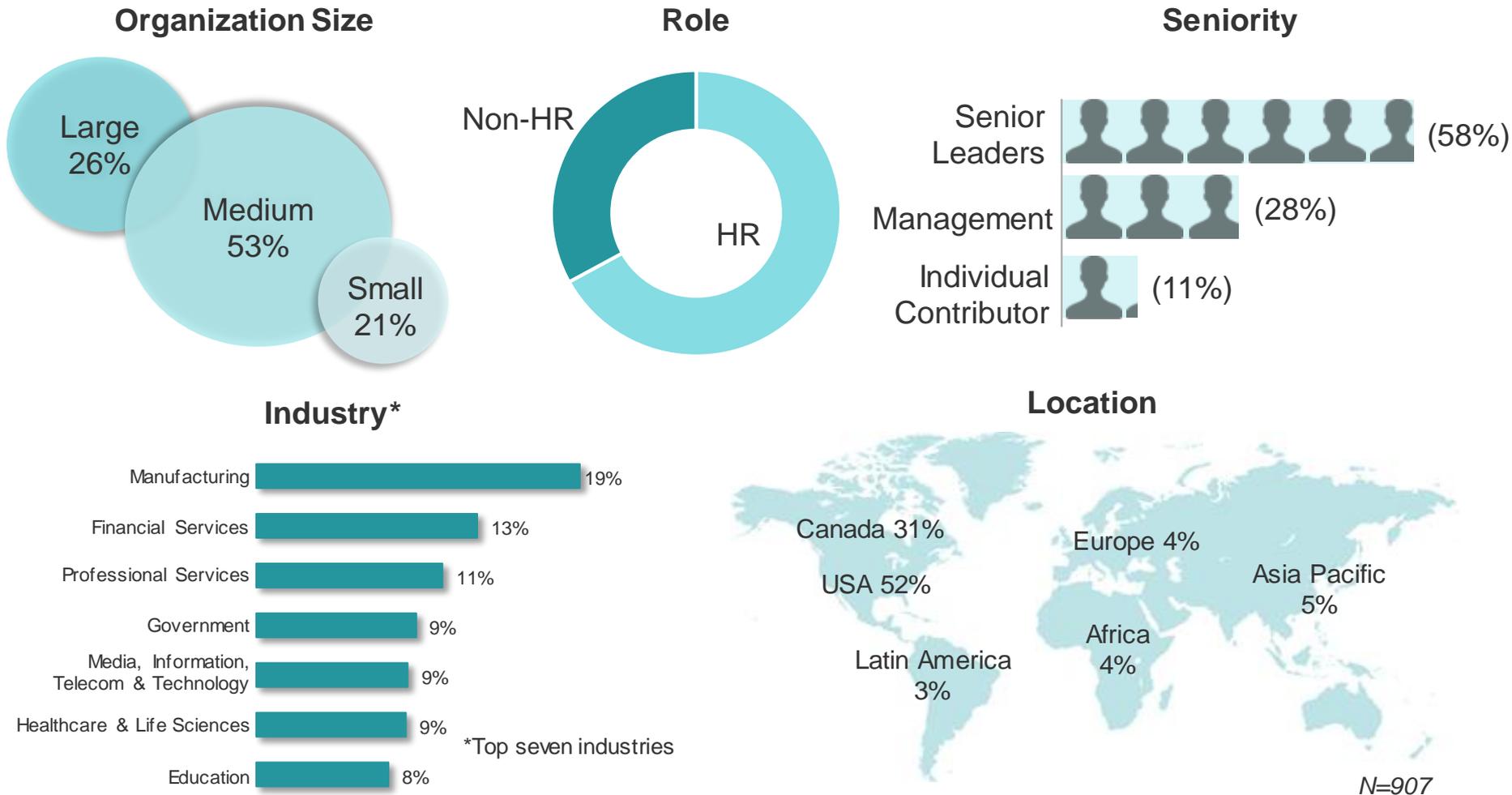
CONSULTING



“Our team does not have the time or the knowledge to take this project on. We need assistance through the entirety of this project.”

Diagnostics and consistent frameworks used throughout all four options

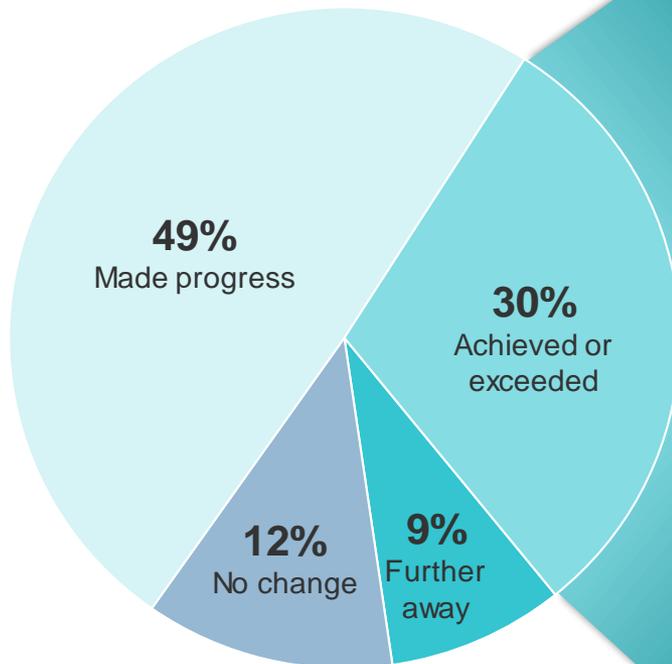
Characteristics of 2019 survey respondents



Unless otherwise indicated, all data was collected from **907 business professionals** as part of the McLean & Company 2019 Trends Survey.

HR departments are an essential element of successful organizations

Organization's Performance Towards Annual Goals



N=773

Seventy-one percent of organizations who achieved or exceeded their goals **involved HR** in the organizational strategic planning process.

→ **Including the perspective and knowledge of HR in strategic planning pays off.**

N=746

Organizations with **more-effective HR departments** were more likely to achieve or exceed their goals.

→ **Great HR departments impact the bottom line.**

N=773

Highly effective HR departments share key characteristics

HR departments with the following characteristics are **2x** more likely to be highly effective.



They **plan for the future** (using, at least, a one-year strategic planning timeline).



They offer a **comprehensive portfolio of HR programs and services**, aligned with the strategic needs of the organization.



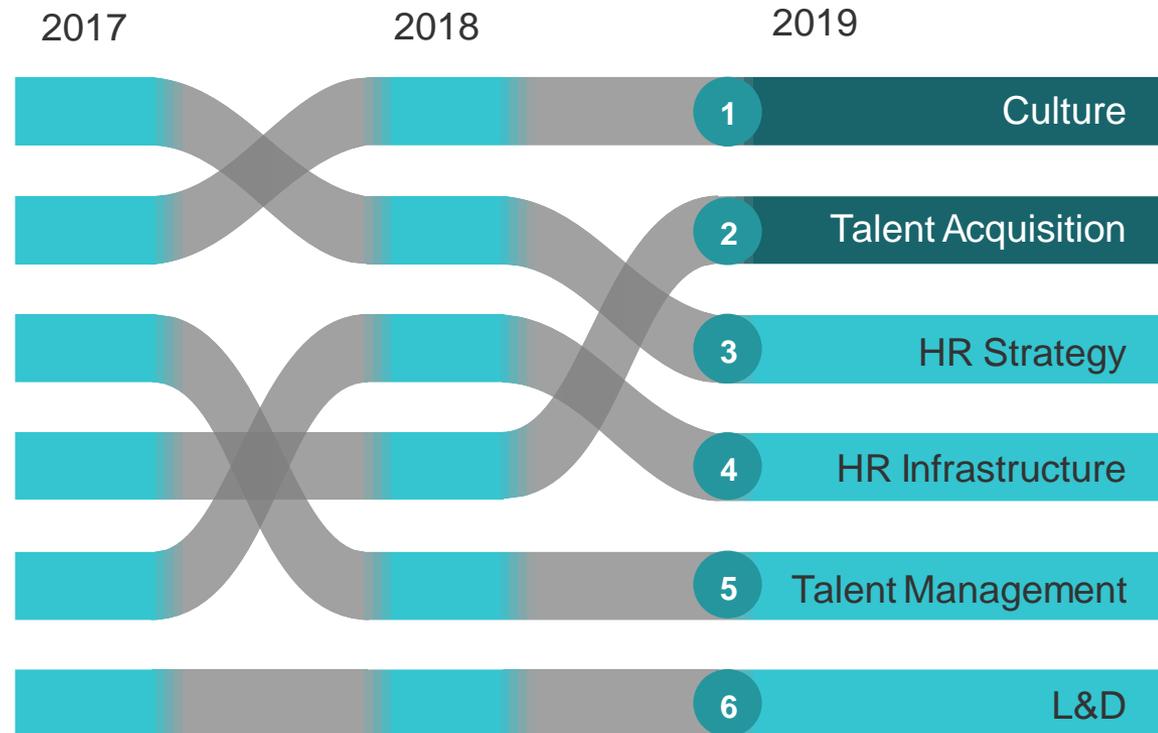
They **use metrics and analytics** to develop insight-driven solutions and support business decision making.

N=907

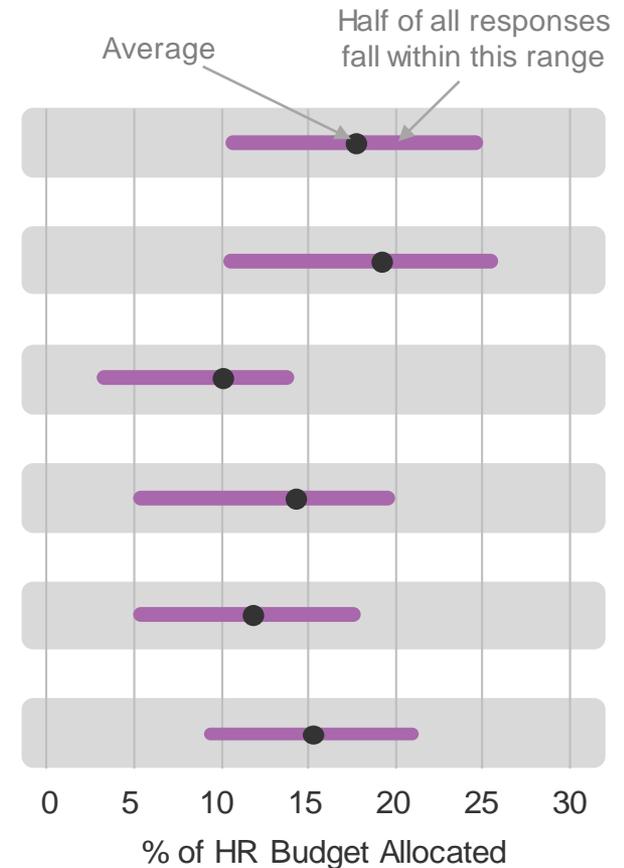
Shifting priorities and budgets reflect a new approach

Culture continues to be a top priority and has now become the second highest area of spending.

..... Priorities for HR Departments
N=777



2019 HR Budget Allocation
N=591



*See the HR areas that fall under each of these functions in the [Appendix](#).

MCLEAN & COMPANY HELPS HR PROFESSIONALS TO:



Empower management to apply HR best practices



Develop effective talent acquisition & retention strategies



Build a high performance culture

Maintain a progressive set of HR policies & procedures



Demonstrate the business impact of HR



Stay abreast of HR trends & technologies



Now, more than ever, HR leaders need to help their organizations maximize the value of their people.

McLean & Company offers the tools, diagnostics, and programs to drive measurable results.



– Jennifer Rozon,
Vice President,
McLean & Company

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