

## The Conference Board ® Human Capital Benchmarking Service

### Category: Strategic Human Resources

Here is a sample of the kind of questions we will ask in in this category. This survey should be completed from the viewpoint of the head of the Strategic Human Resources function. Please address all questions from that viewpoint. For each category, we will ask you to share:

- *Demographic information (your contact information; the company location/revenue size/employee count/HQ location/primary business; legal structure (state-owned, publicly traded, etc.); distribution of employees around the globe) and briefly describe (100 words or less) what products or services your organization provides and, if applicable, to whom*
- *Staffing distribution and budget data for the function*
- *Top issues you are facing*
- *Innovative approaches to solving business challenges following this format:*
  - *What people-related business challenge were you trying to solve? (200 word max)*
  - *What specifically did you do to address the challenge? (250 word max)*
  - *What specifically was innovative about the approach? (100 word max)*
  - *What were the positive business outcomes from your actions? (250 word max)*
  - *If applicable, what was the ROI for this initiative? (500 word max)*
- *Why should your organization be honored for excellence in this category? (1000 word max)*

Here are a few sample questions from this category:

1. What people-related issues/plans have come before the Board of Directors? (Select all that apply: Review of EEO/regulatory issues; Leadership development strategy/initiative progress/status review; D&I strategy/ initiative progress/status review; People-related risk issues; Other; etc.)
2. How often does the CHRO attend Board meetings?
3. How often does the CHRO lead a talent review/succession process with the Board?
4. What types of employee hiring and anti-discrimination policies does your organization currently have in place, for different regions? (Select all that apply)
5. Have you revised your Performance Management process in the past two years?
6. Have you revised your Talent Acquisition strategy in the past two years?
7. Have you revised your Employee Experience strategy in the past two years?
8. Has your CEO signed the PwC-led "CEO Action" pledge?
9. Does your organization have a preparedness plan for publicly addressing social issues?
10. Does your PM system use annual ratings?