



# Structures for Strategy: The Human Resources Management Plan

*Allen H. Munro*

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...human resources management decisions have long term consequences both positive and negative and must be deployed with diligence. The Structures for Strategy Human Resources Management Plan is a strategy-crafting tool ideal for human resources management planning. This formula is of specific interest to professional career HR managers for use as a comprehensive checklist in addressing strategic staffing issues. HUMAN RESOURCES MANAGEMENT PLANNING is about managing human resources as a potential return on investment instead of being a cost liability. It is about development, empowerment and recruitment of participation for success. HRM is a focus upon competitive advantage driven by concerns for competence in the face of rivals vying for market dominance supported by the techniques required in retaining vital skills. Useful for the SBU/General/Corporate Manager, Small Business Owner, Entrepreneur...seeking to ensure that the skills they manage are deployed with the best results. The unique design of the framework templates and methodology, utilized throughout the planning format, provides a pathway towards motivating trust through responsible goal-orientation based upon conflict-free work situations.

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