

Agenda for HR Redesign Steering Committee Weekly Meeting (Jun 20, 2007)

Update on Work Load Study

- Surveys Completed
- Analysis in progress

Redesign of Organization

- Payroll and HR – Segal reconsideration
- Lessons from Michigan Model
- Recommendation for PPA positions
- Deployment of HR Consultants; Space Constraints?
- Design a structure that will match our process redesign goals
- Transition planning

Redesign of Processes

- Process Prioritization
 - o HR recommendations (SW, UAF and GI) for review
 - o Easy First – Hard Later
 - o Low Hanging Fruit
- Segal Consultant on site to provide methodology and hands-on training/completion of one process redesign (possibly 2)

Cost Control Measures

- Significantly reduced the role of Jen and Tom
- Permission before spend
- Timely, informative/detailed invoices
- Teach as opposed to doing

Discuss Senior Advisory Group

- Need to set a date for the next Senior Advisory Group
- Need to discuss agenda items/review needed

Training

- Discussion of needs and possible approaches