ISO 30414

99 Reasons for Accreditation

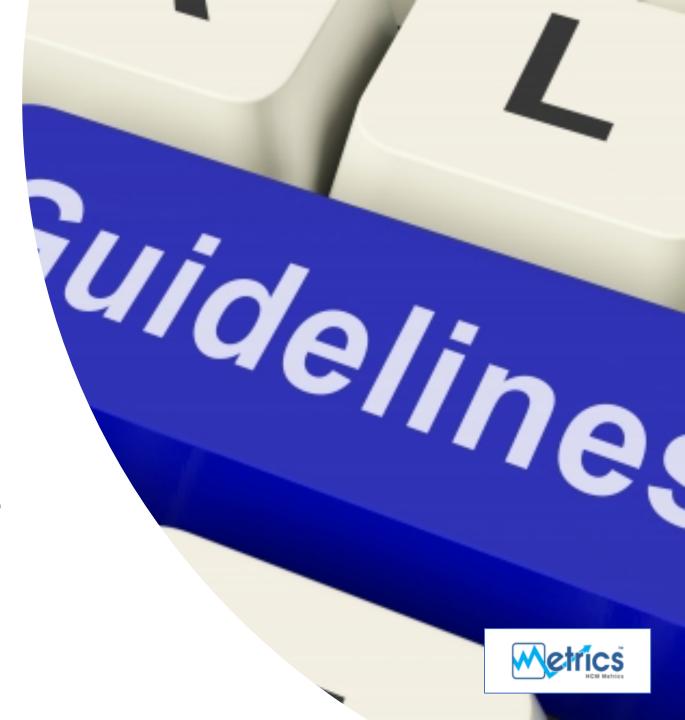# International Organization for Standardization - ISO

- **WHAT ARE STANDARDS?**

- International Standards **make things work**. They give world-class specifications for products, services and systems, to ensure quality, safety and efficiency. They are instrumental in facilitating **international trade**.

- ISO has published 22985 International Standards and related documents, covering almost every industry, from technology, to food safety, to agriculture and healthcare. ISO International Standards impact everyone, everywhere.

ISO 30414

- There are many different HR management systems and processes aimed at maximizing the return on investment in staff, but they vary from business to business and country to country, making it difficult to accurately benchmark and be internationally relevant.

- A new ISO standard just published provides globally agreed ways of doing just that.

- *ISO 30414 Human resource management – Guidelines for internal and external human capital reporting*, is the first International Standard that allows an organization to get a clear view of the actual contribution of its human capital.

- Applicable to enterprises of all types and sizes, it provides guidelines on core HR areas such as organizational culture, recruitment and turnover, productivity, health and safety, and leadership.

International Organization for Standardization

ISO 30414

Core Areas for Reporting

- Compliance and Ethics
- Diversity
- Leadership
- Organization Culture
- Wellbeing, Health & Safety
- Costs
- Productivity
- Recruitment, Mobility and Turnover
- Skills and Capability
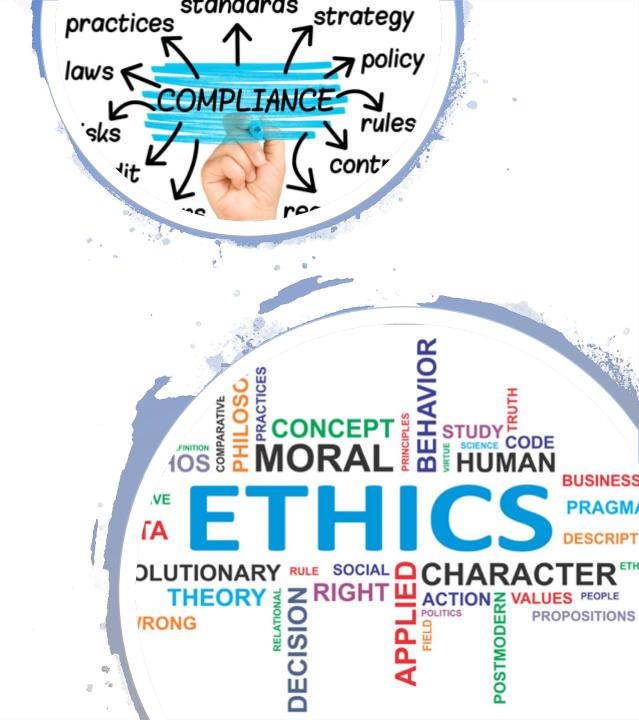- Succession Planning
- Workforce Availability

What's in it for ME?

new standards

- As with anything 'New', there will always be business leaders, directors, employees or organizations that will question the worth and value that a product offers

- Therefore it is essential to demonstrate such and to ensure no doubt is left in the mind of anyone skeptical as to how the new ISO 30414 Standard is a must for ambitious and growth minded organizations

- Let's review the 11 headings…….

Compliance and Ethics

1. Without having Compliance or Ethics business practice could be unlawful

2. Many Governments insist upon such

3. Without Rules, Laws or Policies a business cannot function adequately

4. Attracting workforce to a non-compliant or non-ethical business is near impossible

5. If your competitor is compliant and your business is not, then they are ahead of the game

6. To ensure future growth no investor would be interested in a non-compliant business

7. Strong ethics leads to improved Employee Morale

8. Strengthening the corporate ethical culture promotes feelings of self-worth across the company

9. It creates an environment where managers and employees want to come to work.

10. Strong Compliance and Ethics policies reduce the potential for business scandals

Diversity

1. Diversity brings many different and valuable perspectives to an organization

2. When organizations are receptive to them, a diverse population of employees and volunteers brings a wide range of ideas, backgrounds and skill sets

3. Company reputation improves if your organisation offers opportunities of diversity and is seen as an employer of choice

4. Diversity is more than someone's genetics, heredity or the colour of their skin. It encourages the richness of the community it operates within to come together and matches the demographics of a location

5. Diversity can lead to greater retention rates of talent

6. Diversity training sends a message to employees that the company hires based on the best candidates, not on quotas

7. It also helps to create a more welcoming and accepting environment for everyone, leading to better performance.

8. Employees want to know that they have the ability to advance within an organisation and will not be held back due to diversity issues

Leadership

1. Today's board directors need to be more well-rounded than ever before, and therefore ISO 30414 can assist in showing what is necessary for this to be achieved

2. Accreditation brings clarity to a board and helps with decision making

3. It brings alignment between directors, which in turn leads to greater efficiency

4. This in turn leads to greater credibility for the organisation

5. Strong leadership attracts better talent

6. Great leaders set an example – ISO 30414 assists here

7. Sound leaders take responsibility for their actions

8. Strong leaders are not afraid to delegate

9. Great leaders can fix the breakdown within an organisation

Organization Culture

1. At the economic level, a well-developed culture brings dramatic, sustained increases in productivity and performance

2. A culture that deeply engages people is understandably much more productive

3. Continuous improvement is the norm

4. Theoretically there is no limit to improved productivity — so long as leaders keep working on the culture

5. Employees know cost control is important. As the culture builds, people take personal responsibility for costs

6. Because the developing culture creates across-the-board improvements, increased profits are inevitable and large.

7. A well-developed company culture, clearly stated in promotional materials, is a powerful recruiting point

8. One of the measures of an excellent work culture is that existing employees urge their friends to join

9. High morale is a key to success. It is closely connected to trust, purpose, team loyalty, pride, and faith in the leadership — all qualities that improve as the culture develops

Wellbeing, Health & Safety

1. Provides a workplace that protects workers from harm, promotes worker health and supports the ability of older workers and those with ill health and disability to engage and continue to work

2. Work that is healthy, safe and well designed is generally good for both physical and mental wellbeing

3. Hazard assessment and effective risk management needs to encompass both the risks to the safety, and long-term health of workers

4. Health and wellbeing programs that address the health risks of workers within the organisation lead to increased staff engagement, reduced turnover and higher productivity

5. The workplace, and its associated health and wellbeing approach, has a critical role to play in: preventing illness and injury, by eliminating or minimising exposure to hazards or risks, and the promotion of health and wellbeing

6. Age related changes can affect an individual's capacity in specific ways. However, with appropriate work adjustment these changes do not need to affect work ability

7. The benefits to business in supporting the health and wellbeing of employees are now well established

Costs

1. If costs are underestimated, it can result in a cost overrun once the business begins operations
2. This means that the costs are higher than income, and the company will lose money
3. Businesses need to understand the details of cost per hire and benchmark such
4. ISO 30414 reviews costs under these headings and many more:
5. Complex forecasting on number of employees
6. Employee turnover rates
7. Salary data
8. Recruitment budget
9. New benefits programs
10. Training and development
11. Payroll costs
12. Overtime
13. Incentive compensation
14. Strategic planning (data/consultants)
15. HR databases

Productivity

1. Being productive = doing the right things well – all the time

2. When workers become more efficient, less labour is required to produce the same amount of goods

3. Often companies don't use their resources to the best potential. Employees are busy some of the time and looking for work to do at other times. Better human resource management offers a great opportunity to reduce costs and increase productivity

4. Better role distribution and more effective staffing can make a massive difference, the difference between profit and loss

5. Improved workflow systems will identify places that roles are overlapping

6. Anything you can do faster, more efficiently or better than your competitors gives you an edge

7. When people have too much to do and not enough time to do it, it can result in stress, exhaustion or total burnout

8. Working more efficiently results in people being able to cope better with their work- load and complete their responsibilities in the time allocated to them

9. Better time management leads to more organised, relaxed and efficient employees who can focus on their daily tasks rather than worry about all the things they're not getting to

Recruitment, Mobility and Turnover

1. Slow-moving recruitment can be a bottleneck to growth

2. Cumbersome processes and over-stretched teams can make the job of filling vacancies longer and more costly

3. Worse still, it can lead to a negative effect on employer brand

4. faster recruitment drives a snowball effect of benefits to your company's performance

5. It reduces costs, improves candidate experience, and supports your employer brand

6. Crucially, it leaves you perfectly placed to take advantage of new business opportunities, be competitive and grow faster

7. Streamlined, efficient recruitment processes deliver higher-quality, more engaged hires, providing a competitive advantage that directly impacts on your business performance

8. Poor or slow recruitment can increase the risk of stress and disengagement amongst your current workforce if their resources are stretched too far, leading to increased attrition rates

9. Slow recruitment can also be detrimental to the way your company is perceived as an employer

Skills and Capability

1. Many employers when asked say that they are having a tough time finding people with the skills, training, and education that they need

2. Studies identify five soft skills that workers say are most important when it comes to getting hired and being successful in the workplace:

- Ability and willingness to learn new skills

- Critical thinking and problem solving

- Collaboration and team-work

- Interpersonal communication

- Ability to analyse and synthesize information

3. Companies able to respond quickly when markets, technology and consumer demand fluctuate and evolve are ones that survive and grow

4. Those who react slowly and fail to innovate (Examples being Borders Books, Blackberry, Nokia and Blockbuster) swiftly become obsolete

5. Businesses need to shift focus from competency to fostering capacity, in yourself, your employees, and your company to successfully adapt and meet the demands of an ever-evolving marketplace. ISO 30414 HELPS THIS!

6. It is imperative of every business to nurture and develop their leadership's capacity. In doing so, they not only gain a distinct advantage in today's rapidly changing environment but position themselves for continued success in the future

Succession Planning

1. Succession planning is vitally important for ensuring the continued success of any business, in identifying and developing the talent which will fill your critical roles in the future, or in times of crisis

2. Executives worldwide believe their two biggest challenges through 2020 will be attracting the best people to their organizations and retaining and rewarding the best people in their organizations through creative reward, engagement, development and involvement practices.

3. Succession Planning is important because at the heart of the Talent Management Process is identifying key roles and mapping out ways to ensure the organization has the right people with the right skills, capabilities, and experiences, in the right place at the right time.

4. The number of people in leadership roles who plan to retire in the next few years is higher than the number of people entering the workforce

5. The labour market is tight, and it's an employee's market. There is a shortage of top talent available therefore finding talent for leadership roles at your organization will be no easy feat.

6. Succession Planning is also important because executive search is expensive

7. Having the foresight to develop the top talent you currently have, actively recruiting top talent, and making sure they have the proper experiences to prepare them for the future is an important strategy

8. The complexity involved at the most senior leadership levels is significant

9. It would be very bad business not to have a succession plan for the future!

10. Succession plans should also form part of a structured Business Continuity Plan

Workforce Availability

1. For any business or organisation employing staff, workforce planning can be the key to building a prosperous future for you and your employees

2. Workforce planning is the identification and analysis of what your business needs in terms of the experience, knowledge, skills and quality of the workforce in order to achieve its objectives

3. Workforce planning is particularly relevant during times of organisational change

4. Offering flexible working, making the most of the work schedules and employee hours is essential in todays complex world

5. Identifying skills gaps in your existing workforce and either offering training to exiting employees or recruiting new workers to bridge that skill gap

6. Identifying obsolete functions and redistributing staff accordingly

7. Ensuring employee satisfaction by offering flexible working, training and development, and a host of other employee benefits will lead to better performance!

Metrics
HCM Metrics

TOTAL 99

There you have it!
99 Reasons for ISO 30414 Accreditation!

- **Can you afford not to be Accredited?**

- **2020 sees the start of the new decade and it is essential that ALL businesses best prepare themselves**

- **HCM Metrics is the best placed to help you through the process in the easiest and least disruptive way!**

And a final bonus reason:
The cost of one wrongly appointed recruitment will pay for the ISO Accreditation!