



***WEBINAR 1***

**THE VALUE OF HR – HOW STRATEGIC HR  
MANAGEMENT CAN HELP YOUR SAI SUCCEED**



# **WEBINAR 1**

**THE VALUE OF HR – HOW STRATEGIC HR MANAGEMENT CAN  
HELP YOUR SAI SUCCEED**

**Carolina Bjerström, HR Specialist & International  
HR Advisor, Swedish National Audit Office**



## PURPOSE OF WEBINAR 1

- Why strategic Human Resource Management matters for strong SAI performance
- What integrated Human Resource Management is – introduced through HR Value Circle
- Support participants identify their most important HR focus areas
- Prepare the ground for Webinar 2 on practical HR tools and implementation



## AGENDA

- The Strategic Value of HRM in SAIs
- What integrated HRM consist of – The HR Value Circle
- Guest speaker presentation - Eelke Pol, Head of Human Resources, Netherlands Court of Audit
- Q&A
- Conclusion

# THE STRATEGIC VALUE OF HRM IN SAIS



# THE STRATEGIC VALUE OF HRM IN SAIS



HRM **Connects**  
**directly** to SAI core  
**Mandate**



HRM is the **Bridge**  
**from Strategy to**  
**Action**



HRM **Protects**  
**Independence** and  
**Integrity**



**The cost** of Weak or  
Non-strategic HRM

# INTERACTIVE SEGMENT

What is one **main barrier** to strategic HRM in your SAI?

- Please **write a short phrase** in the chat.



# HRM VALUE CIRCLE



# HRM VALUE CIRCLE

**HRM Strategic Planning:** this is the “steering wheel” of HR.



# HRM VALUE CIRCLE

**Setting up an HRM function:** this defines how HR is organized and delivers services.



# HRM VALUE CIRCLE

**Competence management:** this is about defining the skills needed to fulfil the SAI's mandate.



# HRM VALUE CIRCLE

**Recruitment:** drafting job profiles, defining competencies, and participating in interviews help ensure the SAI gets staff with the right skills.



# HRM VALUE CIRCLE

**Performance management:** this ensures staff know what is expected of them. It includes setting goals, monitoring performance, giving feedback, and helping people improve.



# HRM VALUE CIRCLE

**Diversity management:** diversity strengthens teams and helps the SAI represent and serve the public more effectively.



# HRM VALUE CIRCLE

**Learning and development:** this includes onboarding, technical training, leadership development, and continuous learning.



# HRM VALUE CIRCLE

**Staff Wellbeing:** this includes mental, physical, emotional, and financial wellbeing. Strong wellbeing systems help retain staff, maintain motivation, and support high performance.



# INTERACTIVE SEGMENT

Which of these HR focus areas are **most critical for your institution right now**—and why?

- Please **write a short phrase** in the chat.



# STRATEGIC HRM

*Competent people, **credible results**, public trust!*

Drs. Eelke Pol MMC, Head HR,  
Algemene Rekenkamer, the Netherlands



# Q&A



And now it is time to look at what questions we have from you.

*If you have questions, please write them in chat!*



# CONCLUSION AND CLOSURE

Conclusion key benefits of Strategic HRM

-  **Stronger alignment with strategy** – HR supports institutional goals and priorities.
-  **Improved SAI performance** – The right people deliver better results.
-  **Enhanced skills and professionalism** – Staff capabilities are developed for current and future needs.
-  **Better talent retention and succession** – Key skills and leadership are sustained.
-  **Greater resilience** – The institution responds effectively to change and pressures.
-  **More efficient use of resources** – staff



# **THANK YOU.**

Join us for the next session on the topic **“The Value of HRM – How Strategic HR can help your SAI Succeed”**

**WHEN WILL IT HAPPEN?**

Western Hemisphere: 13 March at 1 PM UTC

Eastern Hemisphere: 12 March at 4 UTC