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Introduction to strategic human resource planning. In order to improve the strategic alignment of staff and other resources, it's essential to understand how a strategic HR planning process works. At its most basic level, strategic human resource planning ensures adequate staffing to meet your organization's operational goals, matching the right people with the right skills at the right time.

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**CHAPTER 2<sup>3</sup> ALIGNING HR WITH STRATEGY**

List the steps (from initial planning to end stages) in strategic planning. ANS: Establish the mission, vision and values; Develop objectives; Analyze the external environment; Identify the competitive advantage; Determine the competitive position; Implement the strategy; Evaluate the performance

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