Student's Name

Professor

Course

Date

Strategic Plans into Operational Plans

Strategic planning is an important component of any organization's decision process that facilitates the steering of the organization towards its future goals. It's a formally documented systematic process that focuses on aligning organizations plans into the future. Strategic plans contain key statements about the future of an organization and are long term with regard to the time required to achieve them. On the other hand, operational/tactical plans are short term; detailed and more tangible deliberations expressed in the day to day terms and are focused on achieving the strategic plans.

An organization needs to periodically evaluate its functional processes and develop feasible directives and action plans that enable it to remain operational and profitable over time. It is therefore very important to ensure that minimum resources are used to yield maximum results within the stipulated period of time. For a strategic plan to actualize there needs to be a clear link with the tactical plans to be put in place for the goals to be met (Australian Pacific College 2). Since none of the HR goals have been met, it would be very important to gather information on the existing computing and training services being offered by the two and three companies respectively by conducting a cost-benefit analysis on each of the services being offered. This analysis will assist in having a clear outline of the detachment between the costs incurred, the benefits received and the HR goals that are not being met on each of the companies. It is through this analysis that the least costly company that offers most benefits on both training and computing services will be retained as the other companies are dismissed from offering their services.

It is also imperative to apply consensus decision-making with the remaining service providers and come up with specific, measurable, attainable, realistic, and timely objectives that will be achieved within the following six months (Australian Pacific College 29). Specific objectives will answer the question of who will do what where why and when. The objectives should also be measurable in that there should be clear indicators of the achievement of the desired goal of the action. Attainability of the objectives is also of utmost importance in that the HR department should have the ability to ensure that the goals are met. The objectives should be practical and realistic that people can work comfortably towards the goals without straining and should be attainable within the following six months. A tactical framework should be drawn that indicates the activities, who to conduct them, the duration for implementation, key performance indicators, and the expected outcome to be anticipated.

In an effort to evaluate the impact of the services being offered by the companies, feedback data should be gathered from the targeted employees. To facilitate these, the use of the appropriate data gathering tools will follow. That is interviews and questionnaires. Interviews should be conducted one on one with a small group preferably from the same department in the organization (Australian Pacific College 43). They will be useful in performance analysis to

ascertain that key competencies have been realized. Questionnaires should also be distributed across the organization's departments to obtain feedback concerning the service providers. The results of the survey should be displayed using tables, pie and line charts to present the feedback data relating to the services offered as either, positive, neutral or negative depending on the respondent.

Labeling and coding of all the data collected to facilitate the recognition of differences and similarities in the responses should be conducted to analyze the feedback data collected. The communication of these findings should be done through strategic management meetings with managers and the information obtained shared through PowerPoint slides during the meetings.

Linking strategic plans to tactical day to day activities that have a specified duration will ensure that set goals and objectives are achieved using the possible minimum resources.

Works Cited

Australian Pacific College. *Diploma of Human Resources Management*. 1st ed., Young Rabbit Pty Ltd, 2016.