

HUMAN RESOURCES TO THE RESCUE!! (literally)

Human Resources And The Need For Experienced HR Professionals Show Up In The Best (& Worst) Places

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Who would have thought that the person to begin bailing New Orleans out of the Katrina disaster was an HR person? Well, almost an HR person. When Lt. General Russell Honore descended on a helpless New Orleans, got the relief effort organized, and mobilized an entire city he brought with him a Masters Degree in Human Resources (*HR Magazine, November 2005*). A general with an HR degree? No kidding.

If you begin to look at the job General Honore had before him it could, in some cases, be compared to the corporate landscape we have all faced. Chaos, difficulty managing drastic change within our organizations, short supplies of resources but an overwhelming need for them, crisis management, restructuring, re-training. The list is too long to name. **Sound familiar?**

You've Come A Long Way, Baby

The days of the old "personnel" office have passed us by and Human Resources professionals have become strategic partners with businesses that realize that their most important asset is their people. Perhaps you disagree. Capital, you might say, is the most important asset in the collections industry. Aah, so true. But when you look at your P & L what is far and away the biggest cost item there? Yes, your people costs. Salaries and benefits are the biggest line item on most P & L reports. How then, do you maximize your people? Use a little Human Resources know-how.

Welcome, General...

Today, the Human Resources profession is one of the most elite and select groups in business with only about 149,320 such professionals in a dedicated role nation-wide (*Bureau of Labor & Statistics www.bls.gov*) at the management level (does not include HR assistants or administrators not at the management level). The legal knowledge combined with the intuitive skills needed to help companies succeed belong to such a select few in a nation with a total U.S. workforce of over 280 million. The certified portion (**PHR, SPHR**) of this profession, with credentials from the Human Resources Certification Institute, brings has a population of only 65,000 thousand in the United States (*Society of Human Resources, 2005 statistics*).

When you consider that the US Military has a whopping 1.4 million members General Honore isn't in bad company in the HR folks' club...

Great Article But How Can It Help Me?

Lighthouse Consulting & Asset Management can help you ride the wave of inevitable employee relations issues. Our experienced, trained, and certified HR Professionals and Six Sigma Agents can help you make short work out of the storm of people issues you face every day. It will be a lot easier than calling in the army....we promise.

For more information contact us at info@lighthouseconsultinginc.com or call us at 1-800-819-1962.



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on Page 2**

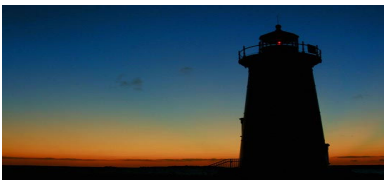
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