

**SHRMS Client-Specific, Custom Solution Documents - "Settings" Options and Output**

## Menu Bar Settings Options:

Custom Business Value Solutions (Excel) > Settings (For Solution Impact Reports below) >

Impact Rank' Options for Solution Worksheets >

(✓ check / uncheck)

Not Ranked (just grouped by Employee Lifecycle)

(✓ check / uncheck)

#### By Number (only) of Strategic/Tactical Impacts

(✓ check / uncheck)

By 'Weighted Value' of Strategic/Tactical Impacts

#### **Act and Recommend Solutions >**

(✓ check / uncheck)

### Show Selected Solutions / Impact

### *Least Effective*

### *Most Effective*

	(Not Selecting and Recommending Solutions - default selection)			Select and Recommend Solutions		
	Grouped by Employee Lifecycle (default selection)	Ranked by Non-Weighted HRBIF	Ranked by Weighted HRBIF	Grouped by Employee Lifecycle (default selection)	Ranked by Non-Weighted HRBIF	Ranked by Weighted HRBIF
HR Business Impact Report Card / Dashboard	Shows only HOW MANY things they are doing in each area, compared to how many they COULD be doing	Shows an effectiveness grade in each area based on the value of the things they are doing; shows total max grade achievable; does <u>NOT</u> show solutions recommendations		Shows only HOW MANY things they are doing in each area, compared to how many they COULD be doing	Shows a BEFORE and "Target" AFTER grade in each area, based on what they are currently doing, and what NEW things you are recommending they do	
Single Page Strategic or Tactical Reports	Single page, segregates current initiatives from things they are NOT doing; solutions recommendations <u>NOT</u> highlighted	Two worksheets, one grouped by employee lifecycle, one prioritized by HRBIF; solution recommendations <u>NOT</u> highlighted		Single page, segregates current initiatives from things they are NOT doing; solutions recommendations <u>ARE</u> highlighted	Two worksheets, one grouped by employee lifecycle, one prioritized by HRBIF; solution recommendations <u>ARE</u> highlighted	
Task and Functional Assessment Sheets	Single page, segregates current initiatives from thing they are NOT doing; solution recommendations are NOT highlighted					