

Original Transcript

[09:22]

Male: So does Terramin have a strategy for human resources management?

Pat: I guess wouldn't we talk about whether Terramin has a strategy, HR has a strategy, flow of HR. The strategic running of the organization tends to be a little bit boxed in so we don't necessarily sit down and have one big strategic planning day that incorporate at all. You know so many sessions per year that incorporates the whole business, so which is I mean I think for Rebecca and I would like to see that happen but generally its finance has their little strategic plan production as their pricing as theirs. And HR has theirs as well so its not, its part of HR Luke said making sure we being as strategic as we can be but often we have to be more operational. I think our expertise is sort of more on a operational level than a strategic level.

Rebecca: So you think that's shifting focus of Terramin at the moment, or do you think its going to-

Pat: No, I would like to think it would but I don't believe that it is, certain parts of the shift that we are going to with a restructure is that HR or the people element is considered but HR isn't necessarily bought in as an advisor to what they think. People, you know who should fit the best role etc, they bought in as needs [Unclear 11:18] rather than always being part of group decision making which from my perspective is little bit disappointing at times. Because its more major, lot of occasion.

Male: Who do you blame?

Pat: Who do I blame? I don't know if I blamed anybody, how does that come up-

Male: What would change the process?

Pat: I think it's the company actually needs to put aside specified terms which is very difficult but actually have strategic planning sessions and that's probably where we sort of had a bit of a short fall in there. We are so busy trying to run a business that we forget that you know a little bit more time needs to go into strategy which is generally reactionary rather than strategic in our approach.

Summary of the Transcript

Responding to the question, if Terramin has a strategy for the human resources management. Pat replied that whether Terramin has a strategy or not, HR does have the strategy. She points out that like the finance the HR have their strategy planning too, as they require to be strategic and operational as well. She feels that their expertise is however, more on an operational level than strategic.

Pat responds to Rebecca's question that although she would prefer so, currently this is not shifting the focus of Terramin. Although the people element is considered, HR is not necessarily consulted as an advisor. She clarifies to the male interviewer that she did not blame anyone. This process can be changed if the company has a more strategic approach rather than a reactionary one. Having actual strategic planning sessions will be of help. She agrees with Rebecca that the role of the board adds to the lack of strategic planning in their organization.