**THE HR PROFESSIONAL**

**Learning Outcome 1: ACTIVITY 4**

**SMALL GROUP ACTIVITY**

**Assessing the impact of the internal and external environment**

**Aim:**

The aim of this activity is to examine current issues and features in the news and media, and to explore how they might impact on an organisation and HR.

**Objectives:**

* To review a range of resources, identifying external factors impacting on an organisation and assessing their impact within the PESTLE analysis framework.
* To identify the HR implications of these and consider these can be managed through use of a SWOT analysis.

**Task brief:**

**Part 1:**

In preparation for this session, you were asked to bring in news, articles and images from local media which illustrate potential external factors impacting on …..(TUTOR TO INSERT NAME OF LOCAL COLLEGE OR TRAINING PROVIDER BEFORE HAND OUT)

In small groups, using the items your group has brought, you should develop a PESTLE analysis of factors which are impacting on, or have potential to impact on this organisation.

What are the implications for HR of these factors? You may wish to consider here how HR can help overcome any foreseen challenges or help the organisation maximise its response.

Please prepare to present back a summary of your discussion to the broader group.

**Part 2:**

Working in trios you will take forward one of these factors and develop a SWOT analysis to illustrate how well placed your organisation is to deal with this.Note:You are free to make assumptions and draw upon your wider reading and experience here.

How may this impact on HR strategy and approaches.

Prepare to present justified recommendation for action.

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**Resources:**

Images and articles, Flipchart paper and pens, glue and scissors.

**Outcomes:**

You will develop your understanding of the current issues impacting an organisation, and how they affect HR strategy.

**Time:**

You have 60 minutes for this task (30 minutes part one, 30 minutes part two).