

#1

# Eminence-based HR

---

The beliefs of the function's most senior members' take precedence.

**HiPPO\* decision-making dominates.**

*(\*Highest Paid Person's Opinion)*

#2

# Vehemence-based HR

---

Opinions expressed with the **greatest volume, force and confidence** drive decisions and activity.

#3

# Eloquence-based HR

---

Whatever the silver-tongued  
smooth-talkers *say*  
has the largest influence.

# #4

## Obedience-based HR

---

Just doing whatever you're told to do.  
When HR colleagues and business partners  
**become order-takers.**

#5

## Resemblance-based HR

---

Simply copying what other organisations are doing without thinking about it much if at all. *Mindless benchmarking.*

# #6

## Defence-based HR

---

Doing whatever seems to be the safest option – the thing *least* likely to get us into trouble.

# #7

## Indolence-based HR

---

Calculating the level of effort different options will require and then choosing whichever course of action ***seems easiest***.

# #8

## Haste-based HR

---

A sense of urgency dominates.  
Whatever can be done **fastest** is  
what gets done.

# #9

## **Indulgence-based HR**

---

Choosing the activity we think we will *enjoy doing the most* and avoiding those which we suspect we won't enjoy.

# #10

## Reverence-based HR

---

Searching around for whatever feels like the **coolest**, most amazing or truly awesome thing to do and then doing it.