Next, consider a current or previous employer and an organizational issue or strategic goal they had (e.g., talent acquisition, employee retention, low employee engagement, poor performance management, etc.). Briefly describe the issue and respond to the following guiding questions, taking into consideration the SHRM Body of Competency & Knowledge model:

* What strategic initiatives did HR implement to resolve the organizational issue or achieve the company's strategic goal?
* What behavioral competencies did HR professionals need to demonstrate in order to gain management buy-in and successful implementation of the HR indicatives?
* What might the impact be if HR initiatives are not developed across an organization? (For example, what would happen if the organizational issue were employee retention, but HR only focused on talent acquisition and the hiring of individuals with the right skill set?)