

# T&R How to Align on Your North Star: Trust & Risk Statement™



Below are **copy and paste templates** for talking points and emails you can use with legal, finance, OD and business units.

## 1. Legal Team Template

### Talking Points

- “We’re defining employee relation’s first North Star to align our metrics with the organization’s top risk and business priorities.”
- “From your perspective, which emerging risks or patterns should employee relations elevate early?”
- “Where do you see preventable legal exposure that better employee relations insights could directly reduce?”
- “What information would help legal anticipate issues earlier or reduce outside counsel spend?”

### Email Template

Subject: Aligning Employee Relations Analytics to Legal’s Risk Priorities

Hi [Name],

As we formalize how employee relations measures and reports, we’re identifying our North Star, one critical business priority that will shape the earliest metrics we track and report on.

Your insight into enterprise risk will provide the context we need to ensure our early analytics are pointed at the right problems. I’d love your perspective on:

- The biggest risk areas you see emerging
- Any trends where earlier employee relations insight would materially reduce exposure
- Where employee relations data could strengthen your advisory role with the C-suite

Your input will ensure our initial analytics directly support legal’s priorities and help us collectively reduce risk. Can I put 20 minutes on your calendar next week to discuss?

Thank you,  
[NAME]

## 2. Finance Team Template

### Talking Points

- *“We’re aligning ER’s North Star to support the organization’s financial priorities.”*
- *“Where is the business most focused on cost containment or efficiency right now?”*
- *“Which ER-related costs (turnover, escalations, productivity loss) should we quantify early?”*
- *“What employee relations insights would help finance forecast or budget more accurately?”*

### Email Template

Subject: Input Needed: Aligning Employee Relations Analytics to Current Financial Priorities

Hi [Name],

As we formalize how employee relations measures and reports, we’re identifying our North Star, one critical business priority that will shape the earliest metrics we track and report on. It’s important to us that our North Star aligns with the business’s most urgent financial priorities. Your input would help us ensure employee relations data directly supports enterprise cost, efficiency and budgeting goals.

Specifically, I’d appreciate your perspective on:

- Current cost pressures or efficiency targets
- Where ER-related costs show up in finance’s world (turnover, escalations, productivity loss)
- Which insights would help you model or plan more accurately

Could we connect for a brief discussion? Your guidance will help shape our first high value employee relations analytics focus.

Best,  
[NAME]

### 3. Organizational Development (OD) Template

#### Talking Points

- *“We’re selecting ER’s North Star and want to align it with leadership and culture priorities.”*
- *“Which leadership behaviors or capability gaps most threaten organizational performance?”*
- *“Where could employee relations insights help OD target development investments more effectively?”*
- *“Are there culture or engagement hotspots that need ER’s integrated perspective?”*

#### Email Template

Subject: Aligning Employee Relations Analytics to OD’s Priorities

Hi [Name],

As employee relations formalizes its metrics strategy, we’re identifying our North Star, a single business priority that will guide our first set of analytics. I’d appreciate your input to ensure we’re aligned with leadership capability, culture and organizational health priorities.

I’m particularly interested in your perspective on:

- Current leadership or capability gaps affecting performance
- Culture friction points that require cross-functional visibility
- Where employee relations data could strengthen or target OD interventions

Can we set up time to discuss? Your insights will make our analytics are pointed at the leadership and culture problems that matter most right now and not just the ones visible from HR.

Thanks so much,

[NAME]

## 4. Business Unit Leader Template

### Talking Points

- *“We’re choosing ER’s North Star and want it tied directly to business performance outcomes.”*
- *“What is your BU’s biggest operational or people related challenge right now?”*
- *“Where do employee issues slow productivity, impact customer outcomes or derail team performance?”*
- *“What employee relations insights would help you run your business more effectively?”*

### Email Template

Subject: Partnering to Align Employee Relations Metrics to Your Business Priorities

Hi [Name],

As we formalize how employee relations measures and reports, we’re identifying our North Star, the business problem we will focus our initial analytics on. You’re closest to where people issues actually affect performance.

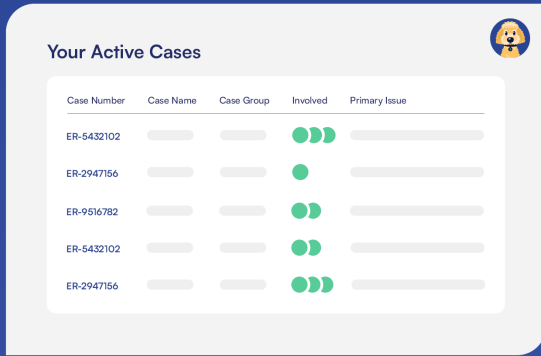
Could you share:

- Your BU’s biggest strategic or operational challenge this year
- Where people-related friction impacts performance or customer outcomes
- Which insights would meaningfully support your decision-making

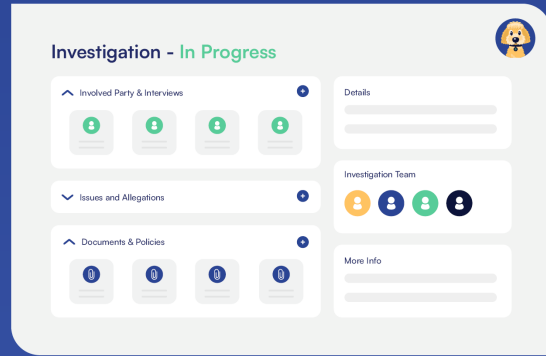
I’d love to meet briefly to ensure our early employee relations analytics directly support your business goals. Do you have some time next week?

Warmly,  
[NAME]

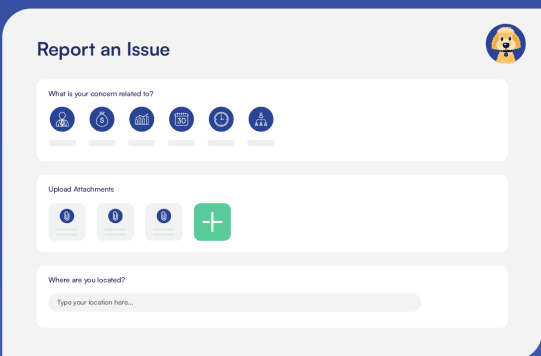
# HRACUITY Platform



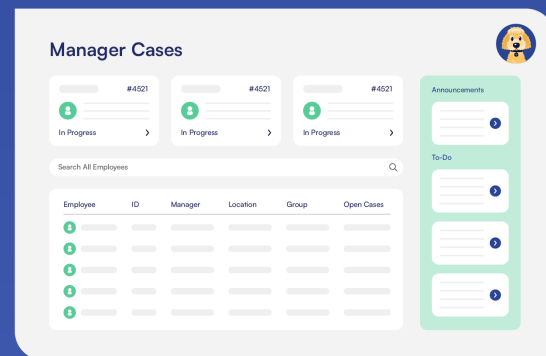
Case Management



Investigations



Speak-up Reporting



Manager Support

## Analytics



RANKED 4.6 / 5 ON G2



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