



HR-It's A Wonderful Life!

...Or Is It?

H R What Does it Stand For?

Human Resources

Hardly Relevant

Heart Rate

Heads Rolling

Huge Responsibility

Hopelessly Repressed

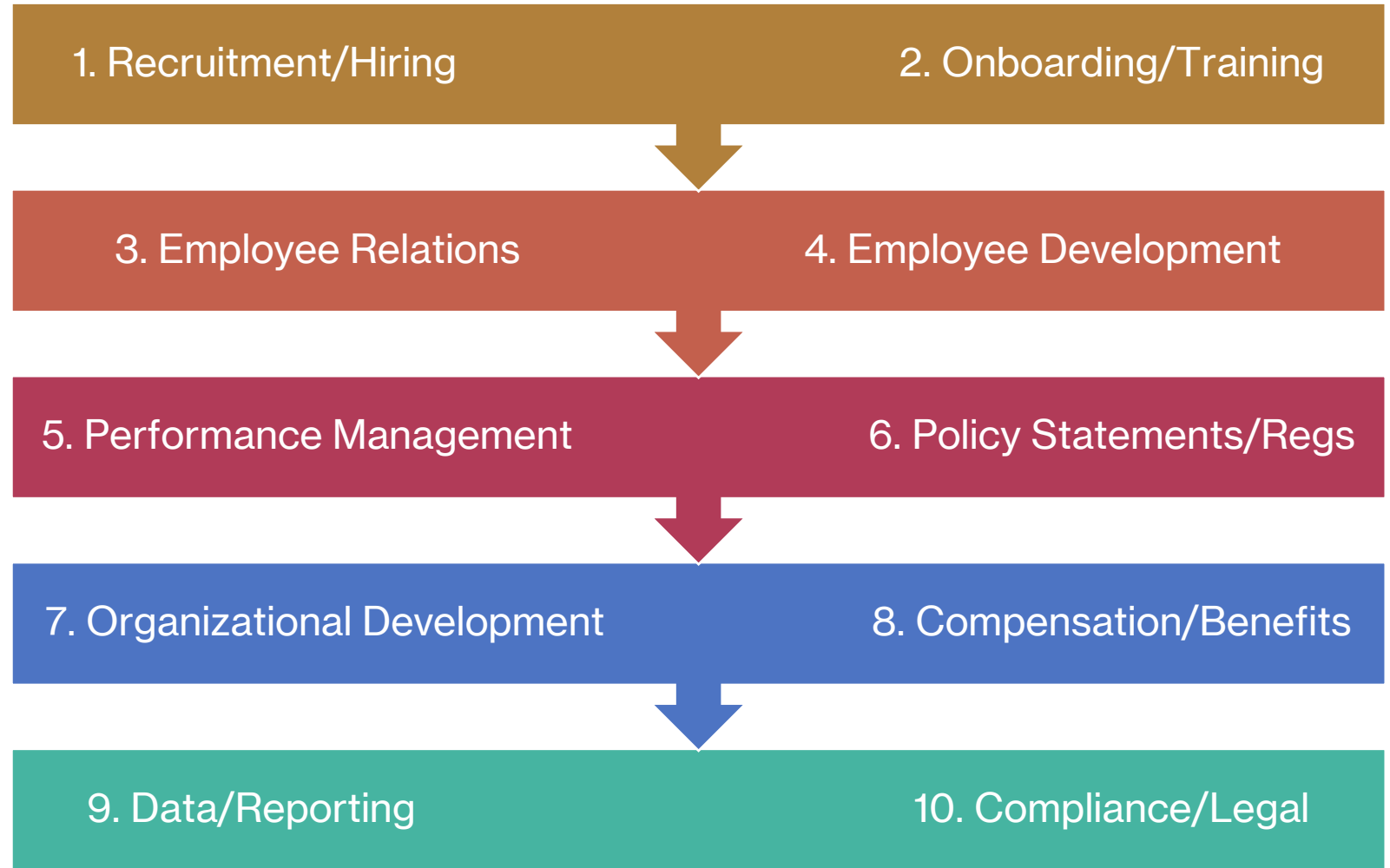
Humor Required

Hypersensitive Response

Handling Rabble

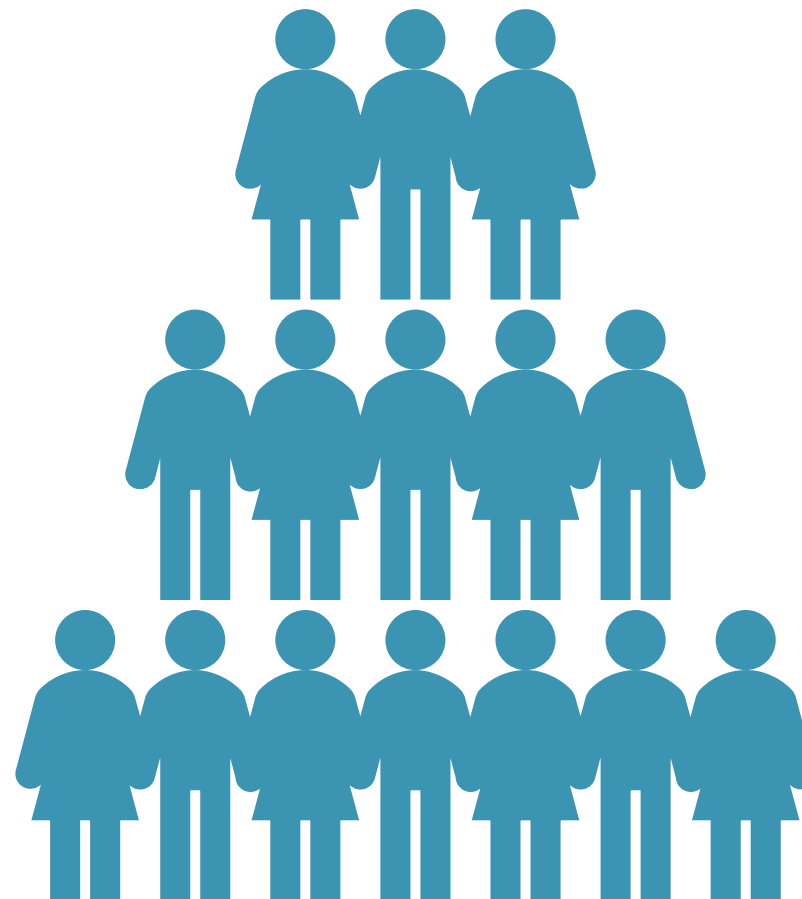
Honesty Resource

Top 10 Functions of Human Resources



Key HR Data – Who We Are

- Over 390,000 designated HR/Personnel workers
- 74% (nearly 300,000) work for Employer with less than 15 FTEs
- 71% are women; 29% are men
- Average age of HR staff is 46.4 years
- Technology industry is highest-paying and highest turnover
- Average tenure at an Employer is 8.1 years. Overall tenure is 3.9 years.



HR- Which Ones are You?



Old Fashioned HR – Value corporate tradition, established practices. Bring stability and structure



Modern Day HR – Forefront of techno change, use data studies and tools, automation. Focus on engagement and a collaborative culture



Heroes – Natural leader with strong interpersonal skills, team-building, training. Skilled at identifying employee strengths and promoting teamwork



Protectors – Caretakers of the workplace culture. Approachable, empathetic and dependable, especially for employee concerns/issues

HR- Which Ones are You?



People Person – Extroverted, focuses on people's individuality. Has exceptional communication skills and a passion for working with others



Problem Solver – Analytical thinker with strong empathy traits and welcomes problems. Able to think outside the box and develop unique solutions



The Communicator – Proactive with employees and executives to stay informed and handle messaging and transparency. Effective in working across all organizational tiers to keep message consistent.

HR... Like a Box of Chocolates!

In the U.S. 60% of employees say they are “burned out”

75% feel confident about their current role, but only 25% feel good about their future

68% of job applicants view salary as #1 priority

64% of job applicants view benefits as #1 priority

In the U.S. 36% of employees feel engaged at their current job

45% feel their work is “emotionally draining” (under age 35 the % is 54%)

1 out of 3 employees who leave their job will give you a false reason for leaving

IF EMPLOYEES
DON'T KNOW
WHAT THEY WANT,
HOW CAN YOU
KNOW?

The GLUE of a business



**HR is what brings all
parts of the
company together**

HR – Why Oh Why Do I Do This?

- You provide the comfort/morale
- You provide the outlet
- You make the “engine run”
- Your attitude sets the tone
- You protect the organization
- You provide the messaging
- You provide the discipline

You're the Parent!

HR- Types of People We Encounter

The “storyteller” (creative thinker)

The “legal expert”

The “demander” (skeptic)

The “Eeyore”

The “go-getter”

The “gossip”

The “disappearing act”

The “pollinator”

The “dramatist”

The “statue” (steady performer)

HR – Did You Know?

69% of employees would like their work recognized

Laughter and fun in the workplace increases engagement by 21%/retention by 31%

Compliance and Administrative duties comprise 44% - 61% of HR staff time

Nearly 75% of Employers search social media when reviewing applicants

Nearly 82% of applicants search social media about the potential Employer

87% expect their HR/Employer to support them balancing work/personal life

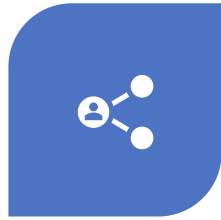
By 2027, 72% of workforce will be millennials in the U.S

61% of millennials expect/anticipate changing jobs every 2 years

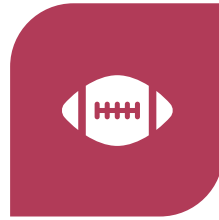
HR- Essentials to Succeed



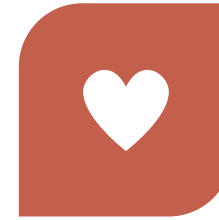
CALM IN THE MIDDLE
OF CHAOS



TACTFULLY ABLE TO
“REIN IN THE BOSS”



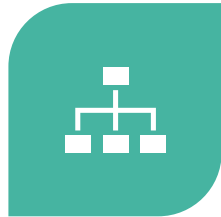
“DEFENSIVE DRIVING” -
ANTICIPATING
POSSIBLE OUTCOMES
BEFORE THEY OCCUR



EMPATHY – PROVIDING
AN OUTLET WITHOUT
GETTING INVOLVED



DISCIPLINE “WITH A
SMILE” – OBTAIN
POSITIVE OUTCOMES



ORGANIZATION –
STAYING ON TRACK
WITH PLANS



CHEERLEADER –
MORALE BOOSTER



LISTEN WITHOUT
COMMITTING

HR- You are Special!

- You are the key to your organization's day-to-day performance!
- Your value is immeasurable!
- You can influence many people's day!
- The Responsibility is yours!
- It IS a Wonderful Life!

