

Moving from HR Practitioner to Business Leader



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Zenith Insurance
Monica Goodale, Ed.D.

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Changing roles, greater needs

- Have you ever thought, “well, I’m *just* HR”?
- How does how you’re seen at work help (or hurt) your business?
- Definitions – HR Practitioner, Business Leader, etc.
- This morning’s discussion: tactical and strategic best practices for HR professionals who want to move to the next level

Are you an effective leader?

- What does that mean?
- What's still missing? (for you, in your organization)
- Earning “a seat at the table”
- What skills, knowledge, or attributes do you think you need?

Continuously link your work to the business' priorities

- Being in touch with your business
 - How does the company make money?
 - What cycles occur in the course of a year?
- What are biggest challenges for your business?
 - How do you help fix or mitigate those challenges?
- How would you describe the value you add to the business?
- Focusing on the important-to-the-business

Becoming a strategic asset

- Know the business
- Know your value and where you can “play”
- Ask / take a few risks to immerse yourself
- Build your book of business
- Speak in the language – and at the speed – of business

Pulling it all together

- Learn the business you're in
- Speak in business language
- Cultivate a business passion, and business relationships
- Focus on outcomes & tie your activities to support those
- Share your strengths – even outside of your own role
- Don't be the “no” in the room

Thank you

Contact:

Monica Goodale, Zenith Insurance
mgoodale@thezenith.com



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