

# Frederickson Pribula Li

## Talent Partner Update

2016 Second Quarter

### People, Talent & HR Trends

#### HR Business Partners – Business Executives Focused on HR vs. HR People Supporting the Business

- ❖ Whether you call them Business Partners or People Partners, every function within HR has now evolved to tie directly into the P&L of the business unit
- ❖ The experience gap between traditional HR generalists and those that grew up in the business is widening, as is reflected in the compensation trends over the past few years (see chart below)
- ❖ The next stage of the BP model is to take the BPs out of the tactical execution and focus them in the more proactive, strategic aspects of people management, including succession planning, leadership development, and engagement

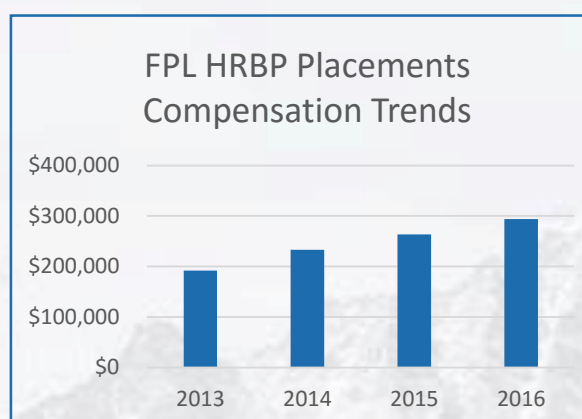
#### Learn More

[The bar has been raised and it's time for a new kind of HR executive](#) (ERE Media)

[HR Business Partners and Centers of Expertise](#) (Deloitte)

[4 ways to become a strategic business partner \(and why you should want to\)](#) (Forbes)

For more info on HR business partner competency models, email Ben at [ben@fplpartners.com](mailto:ben@fplpartners.com)



#### Current Searches

Chief People Officer – Harmless Harvest

Head of People Success – Elementum

Head of Talent Management – Two Sigma

Global Vice President of HR - Telenav

HRBP (Sr. Director) – Gilead Sciences

HRBP (Director) – GE Digital

Director of Benefits & Health – PG&E

#### Recent Placements

Chief People Officer – Peak 6

Chief People Officer – Harmless Harvest

Global Vice President of HR – Kateeva

Vice President of HR – SRI International

HRBP (Sr. Director) - Equinix

Director of Total Rewards – Intellectual Ventures

Head of Diversity – Yahoo!

#### Our Clients



Frederickson Pribula Li recruits innovative HR leaders for innovative companies. High-growth startups, tech unicorns, and the Fortune 100 trust FPL to build and support their human resources leadership teams. The country's leading HR executive search firm, FPL is headquartered in Silicon Valley with a presence in all major tech hubs.

HR Executive Search

Interim HR Executives

Strategic HR Consulting

Corporate Outplacement