

Managing Your HR Career

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Every once in a while, you meet someone who seems to have everything in life.
What could go wrong? Absolutely nothing!

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It was spring. Flowers were blossoming. And then, what April brought in 2001, in addition to flowers and sunshine was...

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Greg kept his job. Where is Greg now? VPHR public tech company....He feels great!

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Calm, centered, unemotional

Slide 7

Energized. Dynamic. Vivacious.

Slide 7

In control. Stable. Not easily prone to sudden outbursts.
Of course, enjoying your HR job and feeling gratified and personally fulfilled is so nice!

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But, getting paid for doing it is even nicer. Every HR person needs a CEO.
This shows that standing right next to every good CEO...

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...is a fabulous HR person.

What do you think keeps CEO's up at night? According to studies, the #1 issue keeping CEO's up at night is...

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HR problems.

And who's going to solve them?

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YOU

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More companies have VPHRs or higher

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From a Watson Wyatt survey, salaries for top-level HR professionals have increased in each of the past 3 years (2003 – 2006).

30% for the Top HR Executive

20% for the Top Compensation & Benefits Executive

10% for the HR Generalist.

With all this income, confidence and expertise leads to...

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HR people working with Boards

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HR reporting to CEO's

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And in the future, HR people becoming CEOs. But how do we get here? How do we climb out of the swamp and end up at the 38th floor of the skyscraper in the C Suite? To understand, we must go back to where we come from.

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If you are able to successfully put these three things together, you will inevitably become...

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Value. When happens when HR doesn't do well. You get HR...gone bad...

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You get what's called The Job Hopper...just like a child frivolously hopping from place to place...great for a kid, not for an HR professional

Quit a job; let your boss down and let yourself down

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The Picky Eater

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Low Emotional Intelligence

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Couch Potato. Don't pull their weight. Complacent.

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Someone who Doesn't Do the Dishes

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Getting into the business

Slide 35

Really getting into technology

Slide 36

Superstar HR turned CEO and Board Member. Of course, this is where we all want to be. But we're not all there yet.

Ask yourself: What is your next *move*?

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Re-examine Your Goals

Gather Feedback

Analyze the market

Find a Mentor

Refine Your Skills

Learn Something New

And then if all these six things fail...last resort

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Change Employers