



Managing Your HR Career

Valerie Frederickson, CEO
Valerie Frederickson & Company

2001

January

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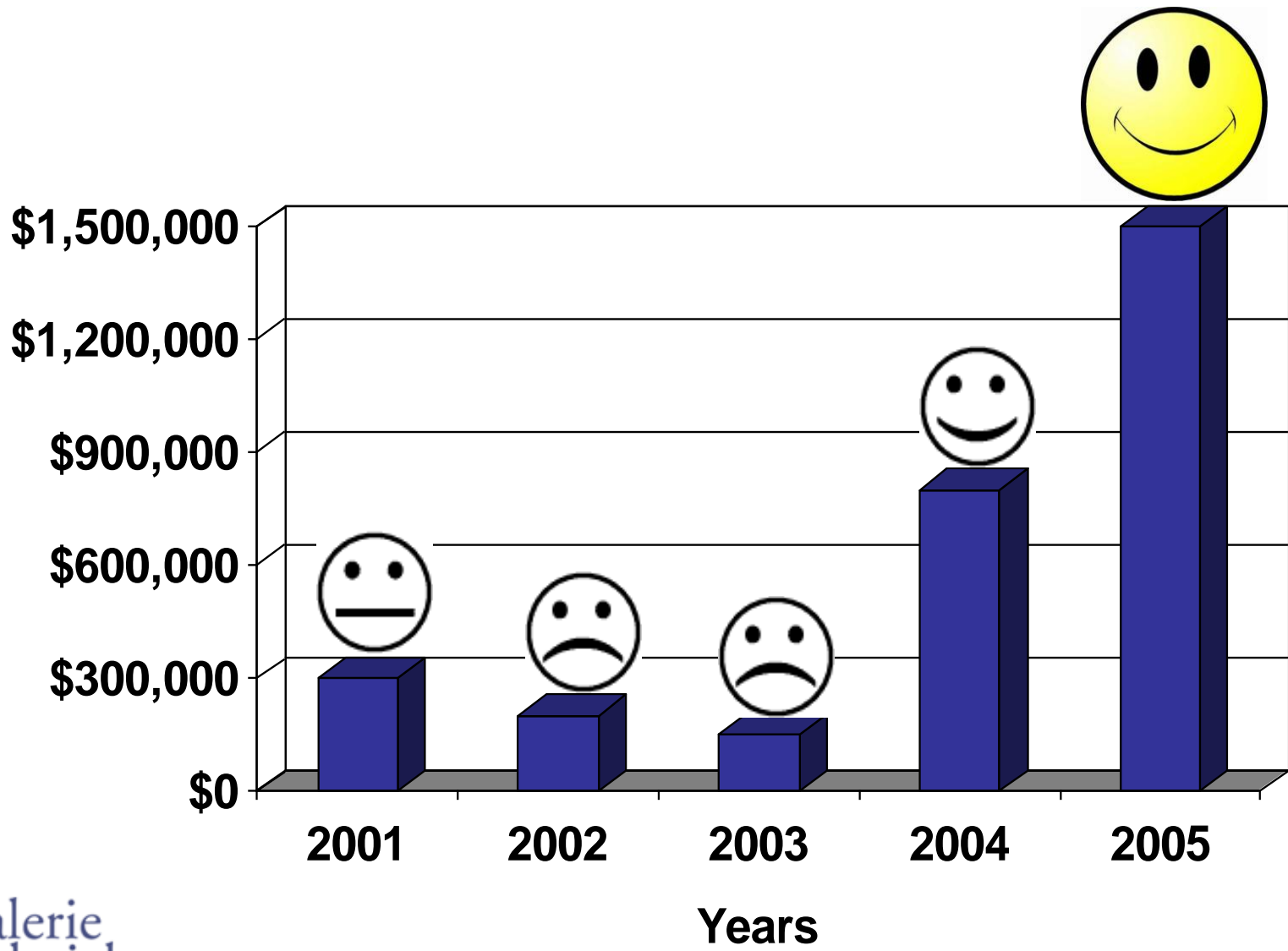
April

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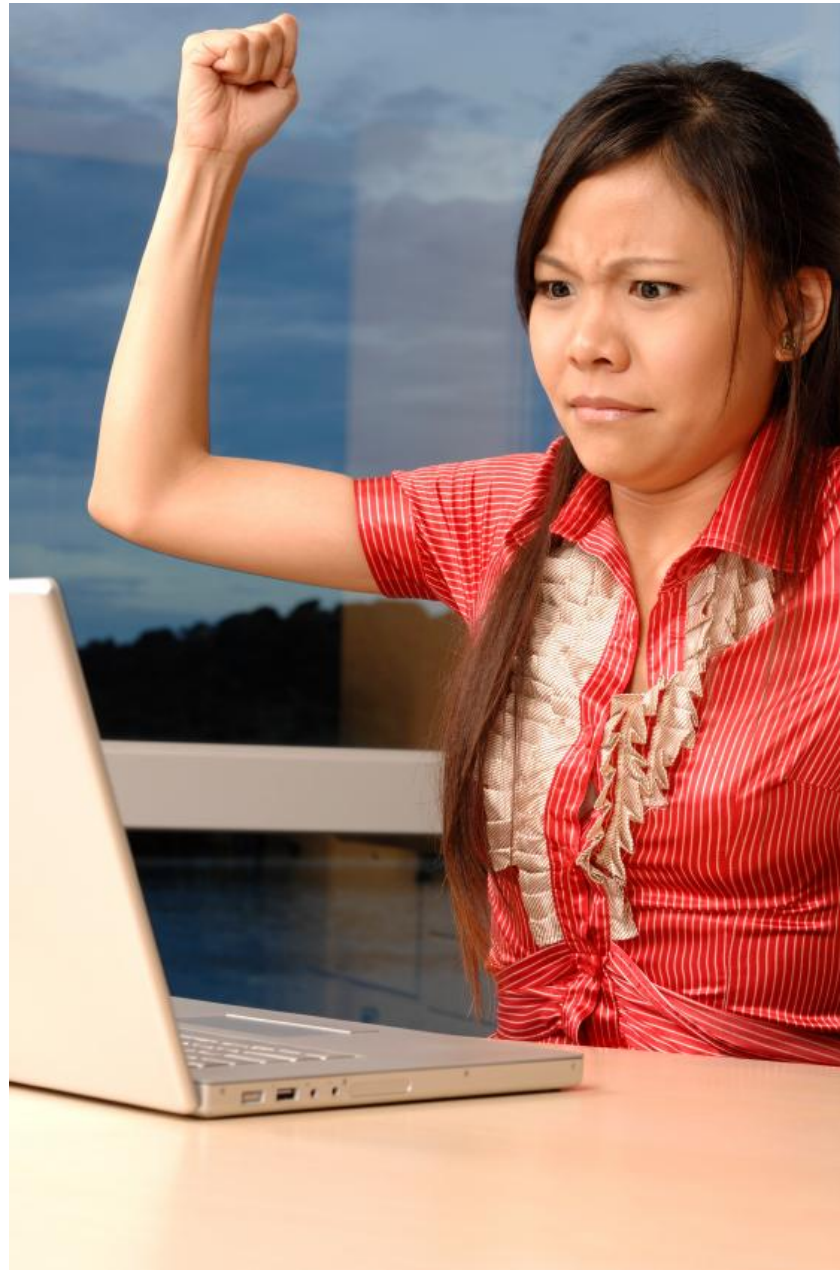
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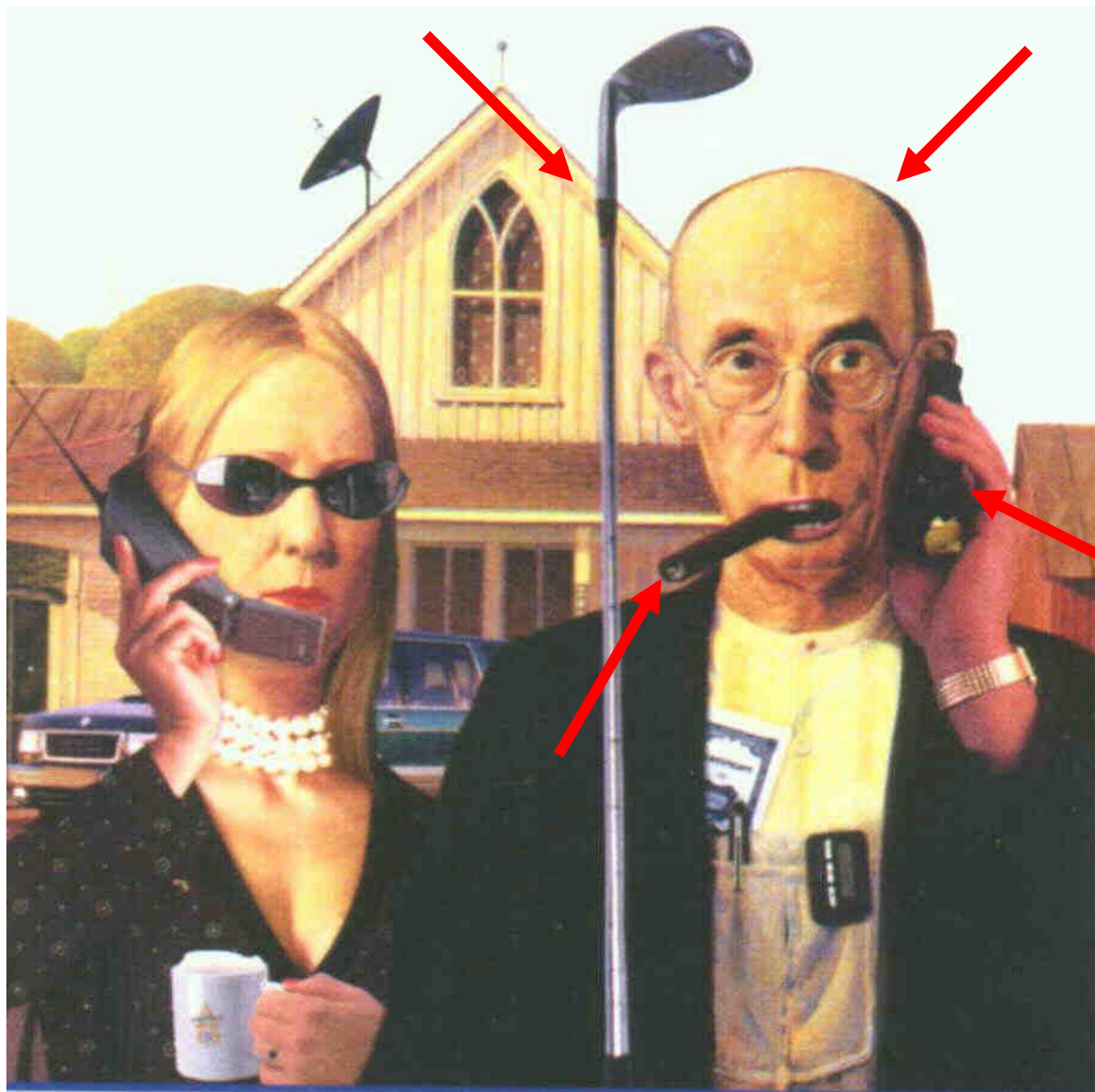
**How does your job
make *YOU* feel?**












HR Problems



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HR Trends





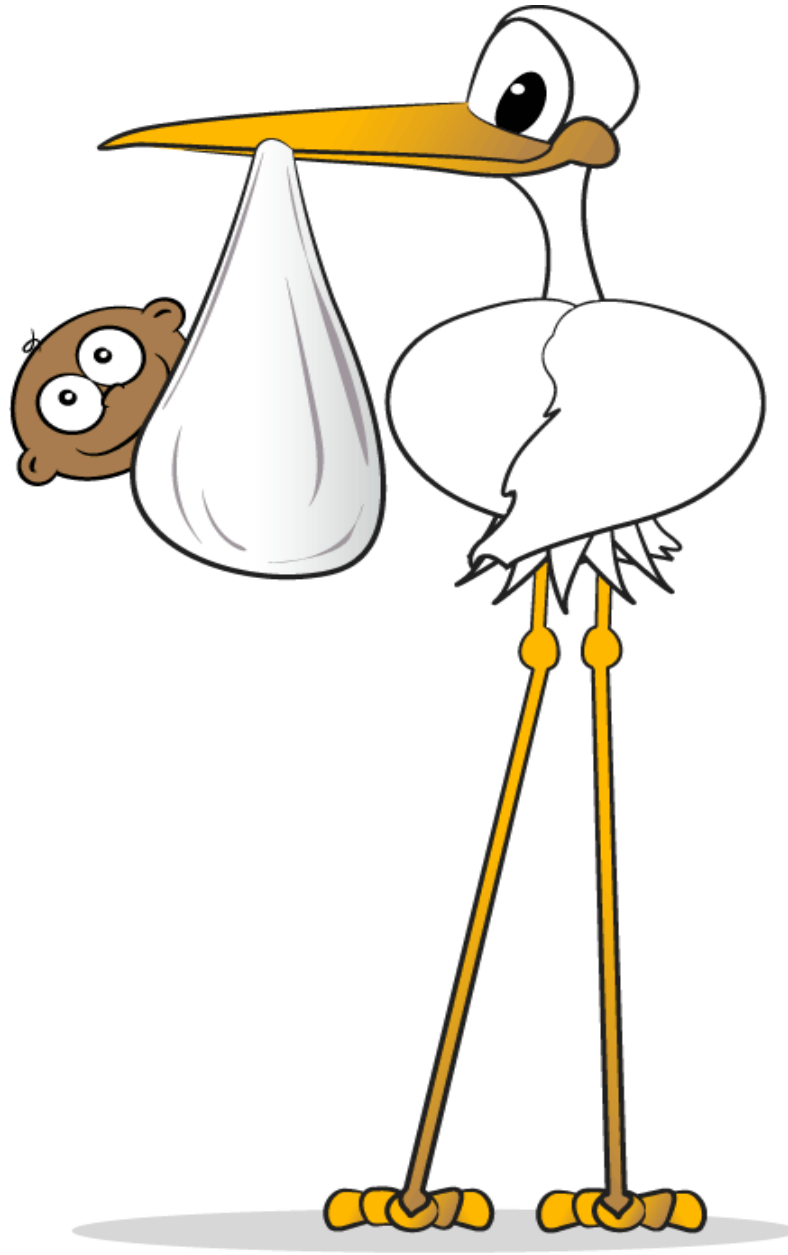






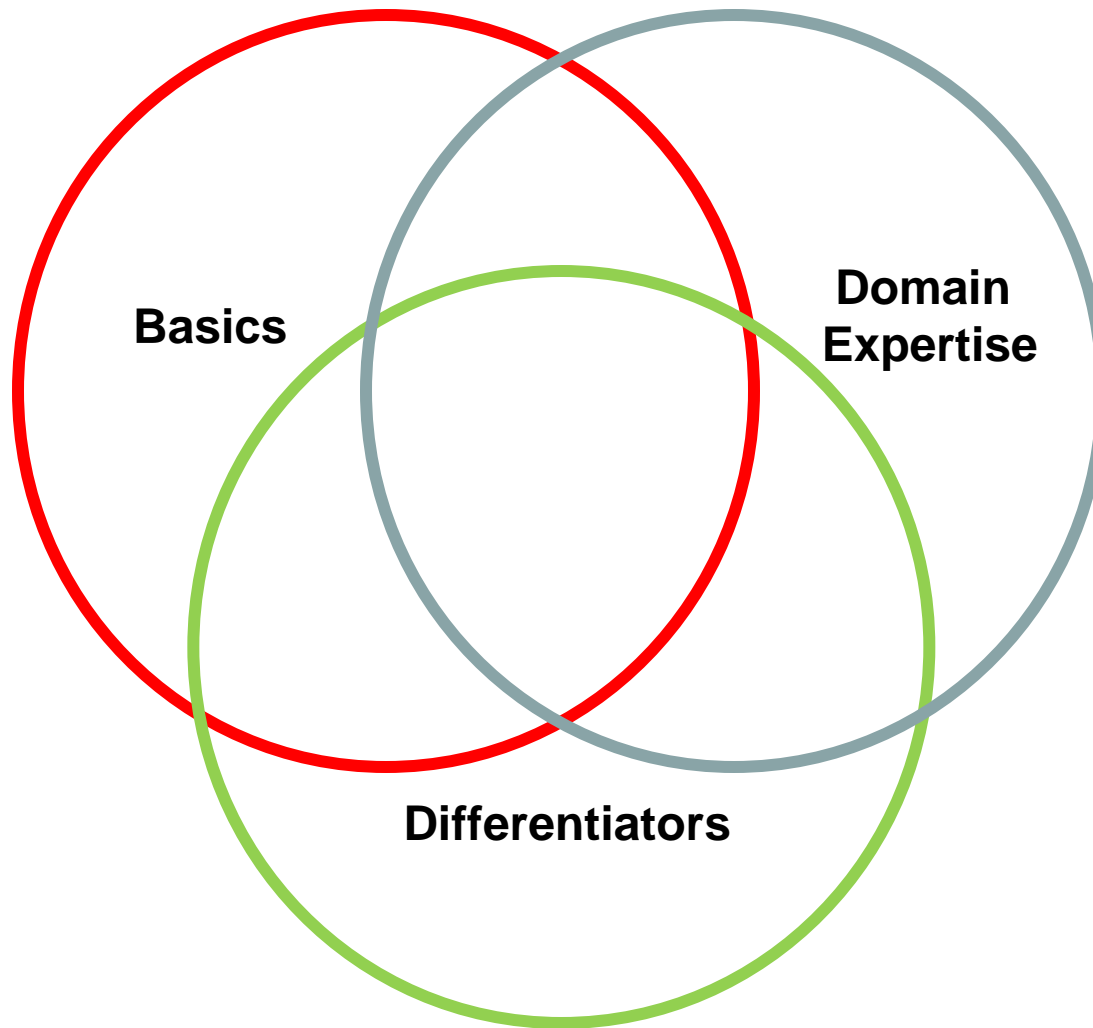
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How to Stay Competitive

Career Gold



Basics

- **Follow-through**
 - **Cooperation**
 - **Flexible**
 - **Dependability**
- **Communication**
 - **Pride**
 - **Integrity**

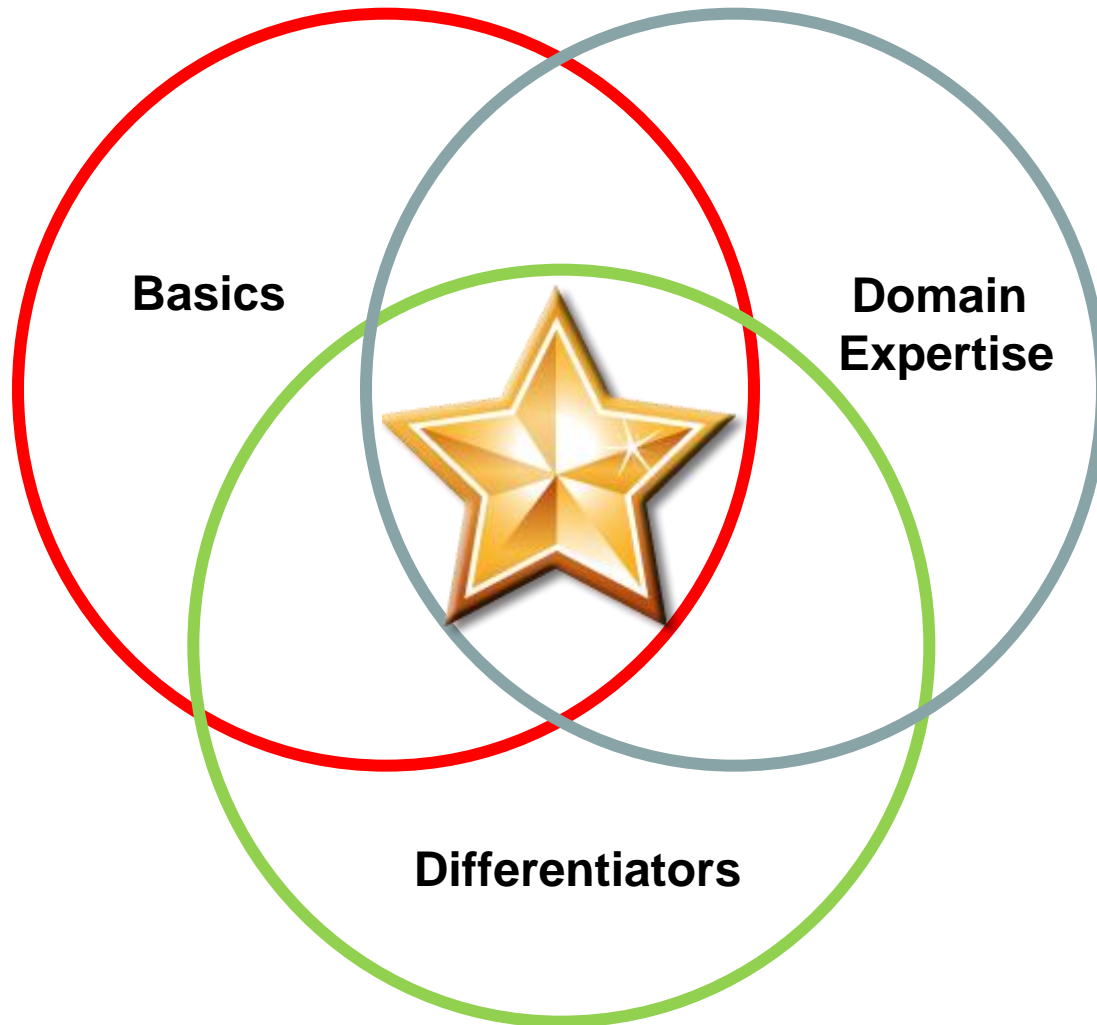
Domain Expertise

- Talent Acquisition
- HR Compliance
- Succession Planning
- OD and Training
- Total Rewards
- Employee Relations
- Change Management

Differentiators

- **Board-level Presence**
- **Consultative Approach**
 - **Startup Mindset**
 - **HR Best Practices**
 - **Passion for the Business**

HR Star



val·ue [*val-yoo*] *n* : relative worth, utility, or importance; a good *value* at the price; the *value* of base stealing in baseball; had nothing of *value* to say.

HR Gone Bad
















HR Success Stories





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WANTED HR PROFESSIONAL

High growth telecommunications startup seeks hands-on HR Manager to set up policies and procedures, handle all recruiting, total rewards and ER responsibilities. Must have experience in startup environments and up-to-date CA and Federal HR compliance expertise. Prefer 5-7 yrs. experience.

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