

November 7, 2014

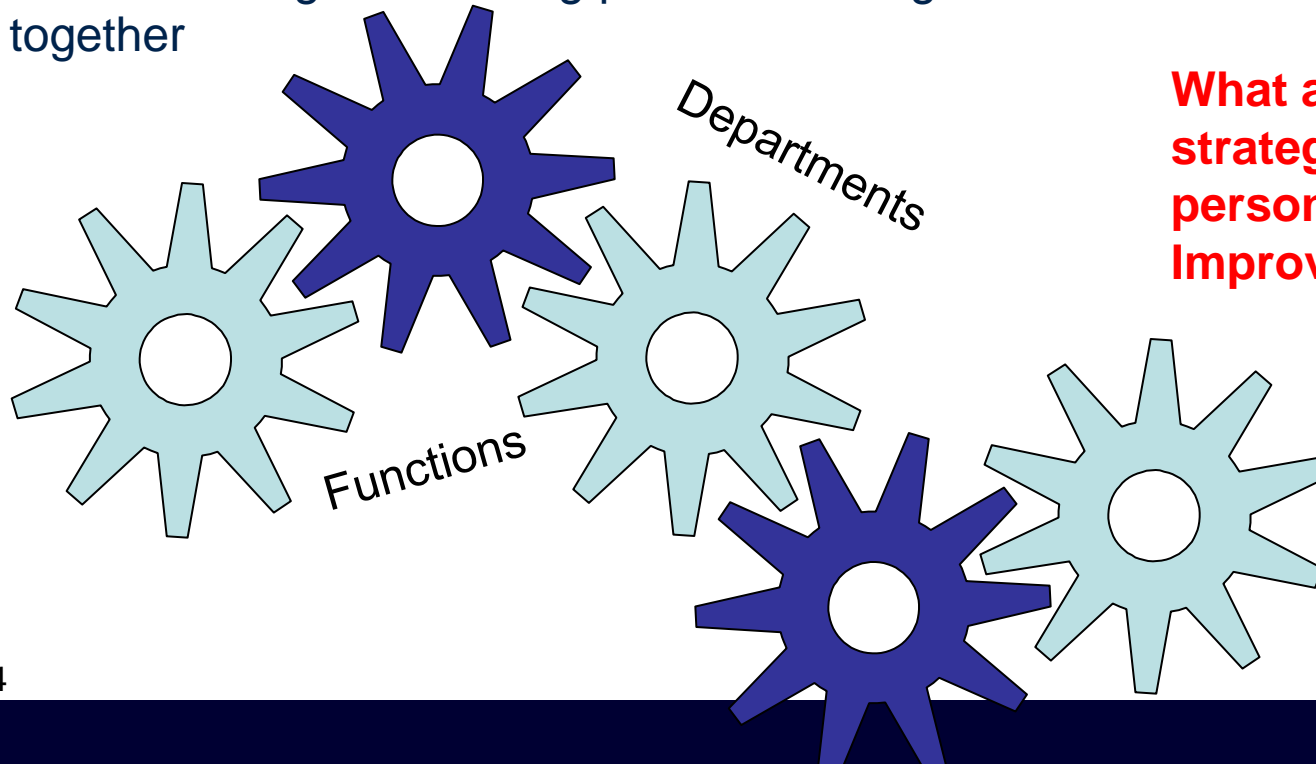
Student Center East

MANAGING A CAREER AS A HUMAN RESOURCE PROFESSIONAL

Paul Schneider – Kensington International
Matt Kerr– BPI group company

SKILLS / COMPETENCIES NEEDED

- Business Acumen / Financial Stewardship
 - Understanding the “moving parts” of the organization and how they work together



What are some strategies for personal growth/Improvement?

SKILLS / COMPETENCIES NEEDED

What are some strategies for personal growth/Improvement?

- Business Acumen / Financial Stewardship
 - Understanding general business conditions for the university and geography
 - Knowing the university's customers and their expectations
 - Relating HR activities to financial impact on the organization

Metrics
Data People
Understanding
Communicating
Acting Financial
Organization
Decisions
Thinking

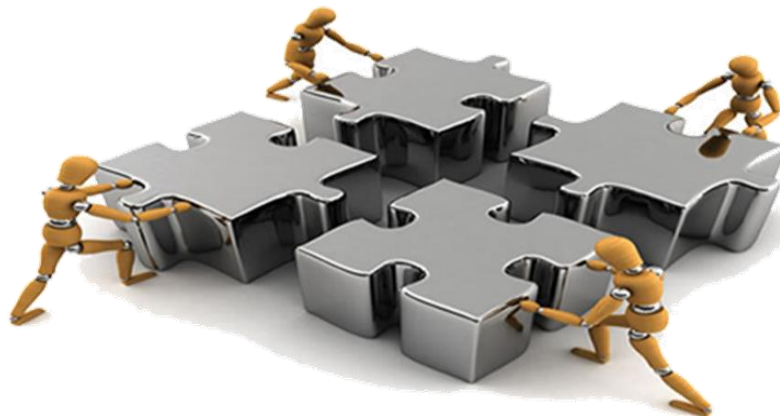


What are some strategies for personal growth/Improvement?

SKILLS / COMPETENCIES NEEDED

- **Strategic Agility**

- Creating strategic responses to organization conditions and customer expectations
- Building organizational capabilities (culture, processes, identity)
- Creating a human capital strategy to drive university strategy
- Linking HR strategy to university strategy



SKILLS / COMPETENCIES NEEDED

What are some strategies for personal growth/Improvement?

University Collaboration

- Building positive, professional relationships throughout the organization
- Developing personal trust and credibility through knowledge of the university and HR expertise

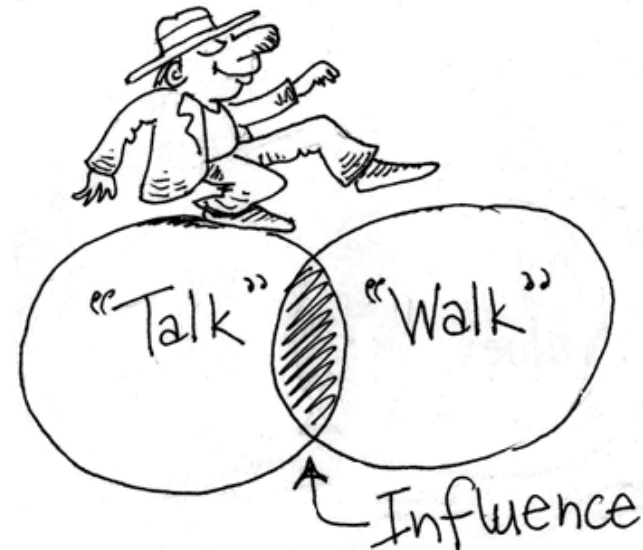


SKILLS / COMPETENCIES NEEDED

What are some strategies for personal growth/Improvement?

Coaching / Mentoring / Influencing

- Influencing through positive, clear, concise communication
- Being persuasive and building support for your ideas
- Having an opinion not just on HR but on the business
- Being known as an innovator

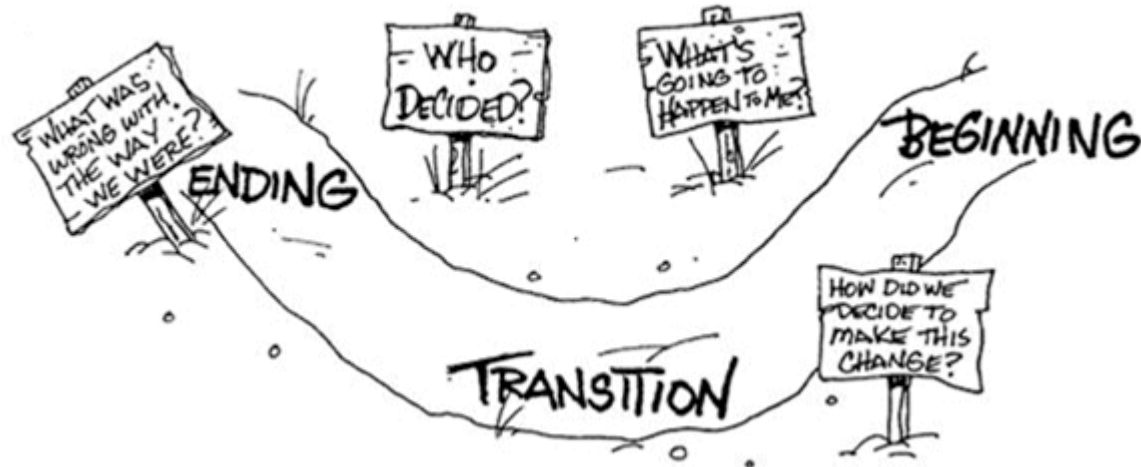


What are some strategies for personal growth/Improvement?

SKILLS / COMPETENCIES NEEDED

Change Management

- Initiating change
- Making a case for why change matters
- Sustaining change through company resources, structure, communication and continual learning



BEHAVIORS NEEDED

Enhance Your Career By

- Taking action to cultivate your brand
- Taking ownership of your own career
- Building your network – “Standing Out” internally and externally by adding value, helping others, and being a resource

BEHAVIORS NEEDED

Enhance Your Career By

- Being open to mentoring others
- Taking a risk, being open to moving into other areas, even outside of HR
- Continually upgrading your skills (MBA, SPHR, CCP, CEBS, etc.)

BEHAVIORS NEEDED

Enhance Your Career By

- Asking questions, listening and looking for possibilities – Not being an “HR cop”
- Being a good team member
- Not being afraid to raise your hand, and willing to take on projects outside of your comfort area
- Deciding if you are going to be on the bus or off the bus.

RESOURCES

- SHRM competency model graphic - <http://tinyurl.com/nw3x78h>
- SHRM competency model details - <http://tinyurl.com/mu5ngvr>
- SHRM competency self-assessment - <http://tinyurl.com/psqeo6v>
- HRMAC competency HR Leader of the Future - <http://tinyurl.com/opza4gp>

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