

HR as a Leader:

Creating an Environment Where Top Talent Thrives



Download
Slides and
Handout
Here!!



Julie D. Burch
Julieburch.com
julie@julieburch.com



**Willing
And
Able**

Able



Willing



Knowledge is Power.





Requires
Change
and
Growth.

Change is
Not going
anywhere.



Would You Like to Play a Game?





What is driving this
change in the workplace?



The People.

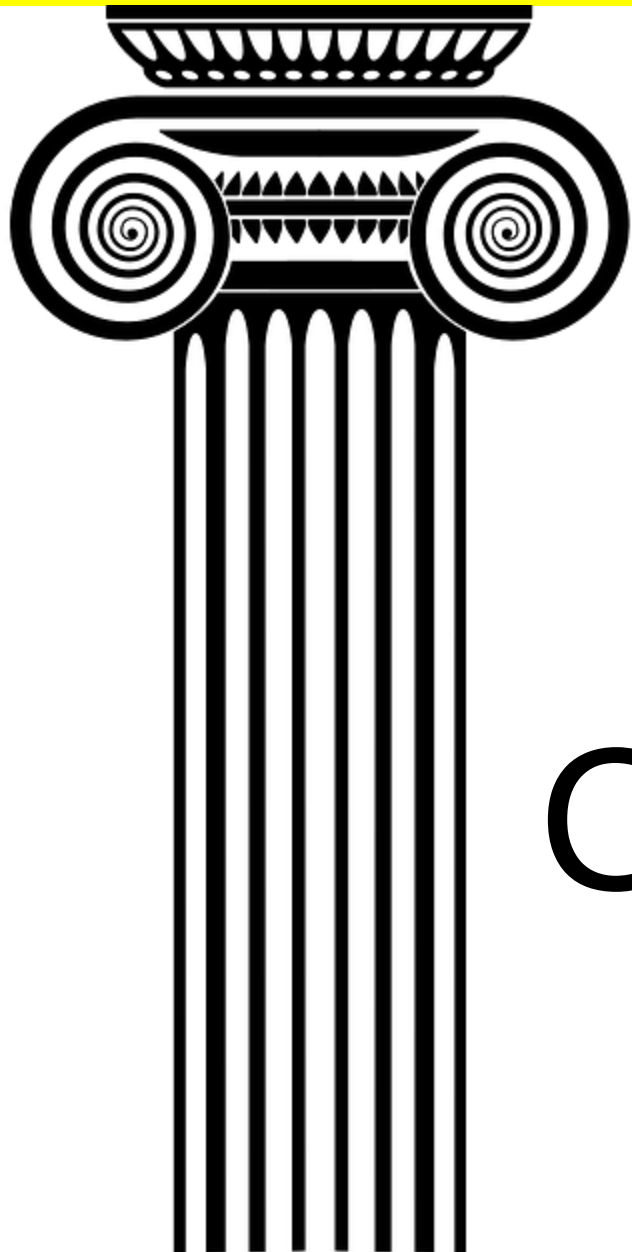
This is where **HR is going to Lead.**



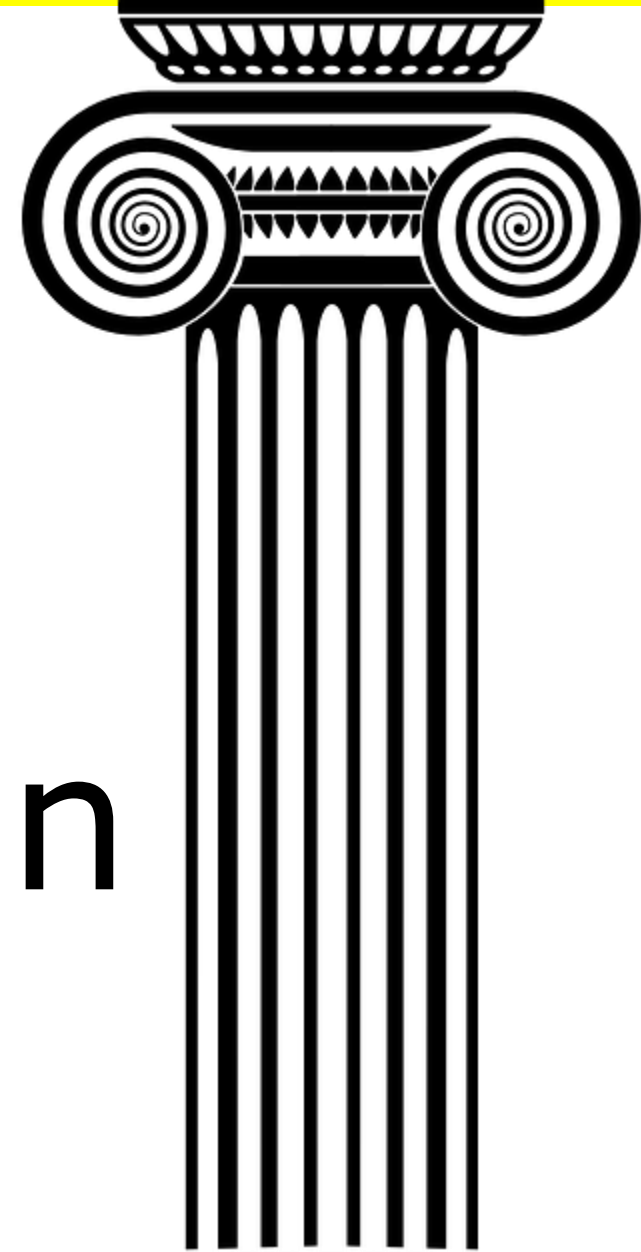
**Create The
Environment**

People Focused
Empathetic Leadership
Celebrate Diversity
Treat as Individuals
Feedback/Praise
Delegation
Training

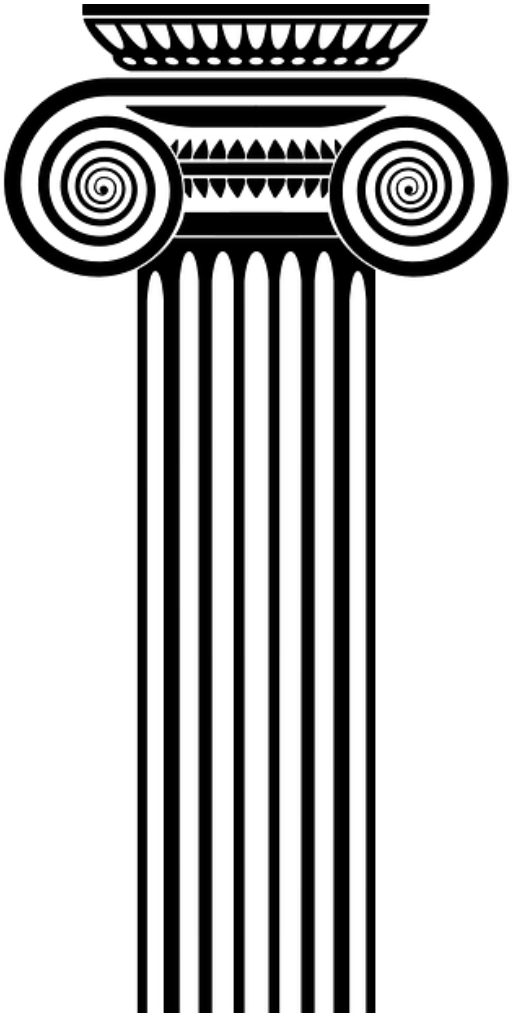
Pillars of Empathetic Leadership



Clarity
Contribution
Communication



Pillar 1:
Clarity



Clarity = Shared Vision



Clarity is Rooted in Our Values

Personal Values



Values Worksheet

Achievement

Places importance on the fulfillment
Of activities, goals, tasks, or work.

Adventure

Seeks out and/or participates in exciting
Events that involve uncertainty.

Autonomy

Places importance on freedom,
Independence, and individual discretion.

Challenges

Things or situations that test a person's
Thoughts or abilities.

Change

A shift from one state, or phase to another.

Community

A group of people with a common background
Or characteristic or with shared interest.

Competence

Ability to solve problems, demonstrate mastery.

Health

Placing importance on physical and emotional
Well being.

Competition

Comparison of self, team, or organization
Against oneself or another.

Cooperation

Placing importance on working together to
Achieve results; go along with a role.

Creativity

Placing importance on imagination,
inspiration, and inventiveness.

Decisiveness

The ability to make decisions firmly, clearly,
Conclusively and in a timely manner.

Diversity

Appreciates and respects individual differences.

Ecology/Environment

Awareness of natural resources

Education

Places importance on learning and education.

Ethics

Valuing moral standards.

Freedom

Without obligation.

Excellence

Pursuit of the highest level of optimal
Performance.

Excitement

Things that engage attention and/or
Emotion, in a lively, stimulating way

Fairness

Placing importance in justice, equality,
And decency.

Fame

Recognition by others, desires to be well known.

Family

Connection to immediate or extended relations.

Flexibility

The ability to adapt to different
Environments, situations, or change.

Friendship

Strong ties with friends, co-workers, or members
Of a certain community.

Happiness

Feelings of contentment, satisfaction, and/or
Fulfillment.

Personal Values

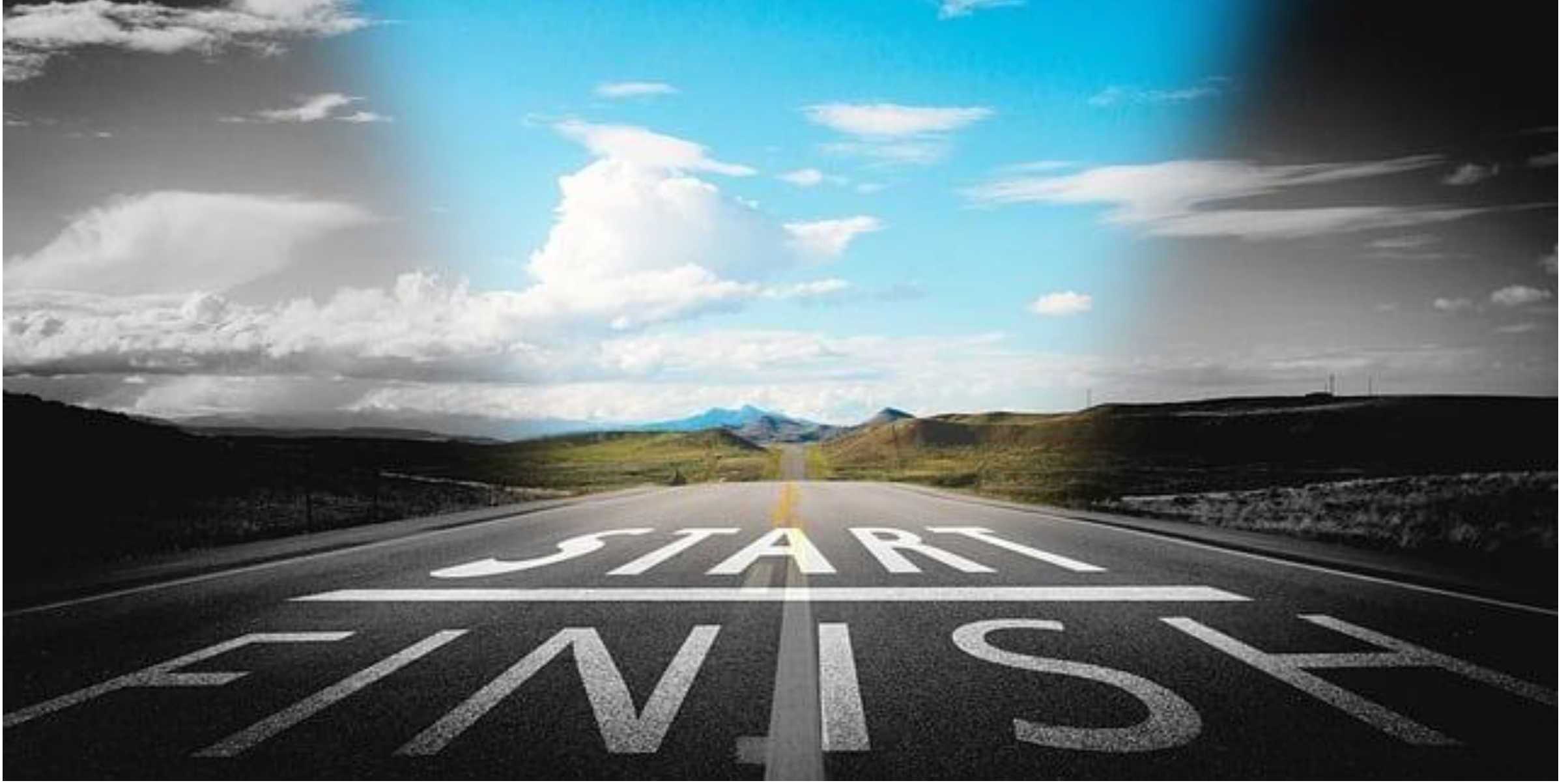


Real You Vs. Ideal You

Personal Values work the same as your Organization's values.

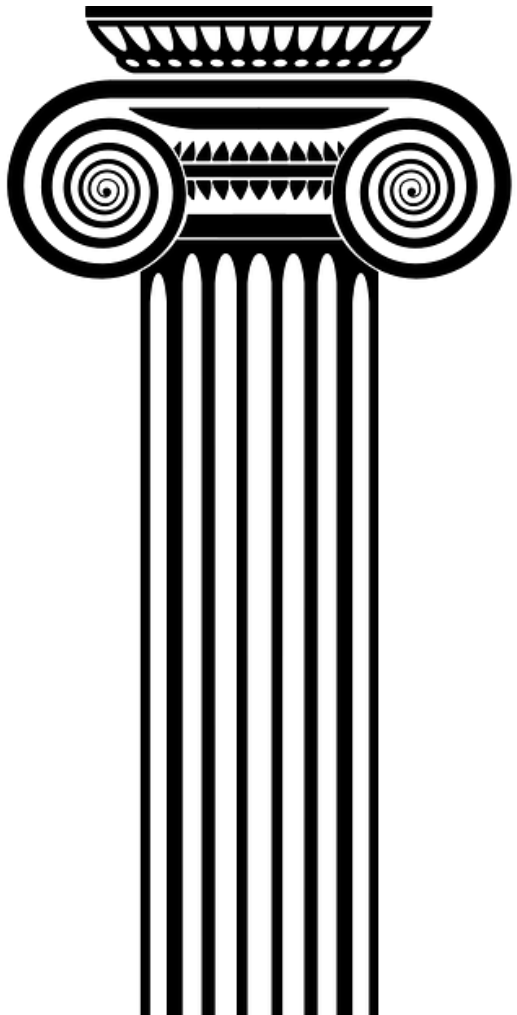


Begin with the end in mind.



Contribution Requires Action.

Pillar 2:
Contribution



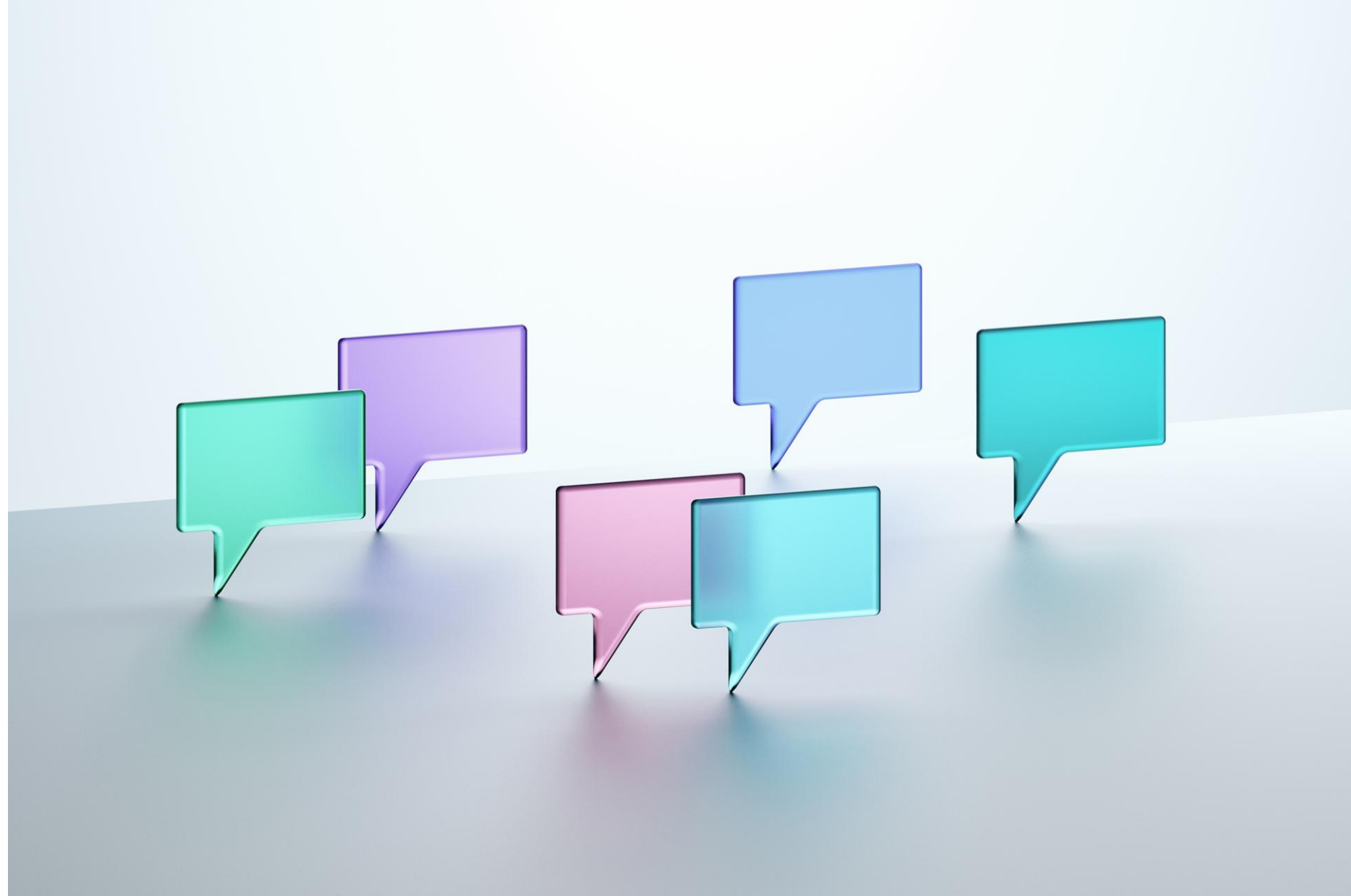
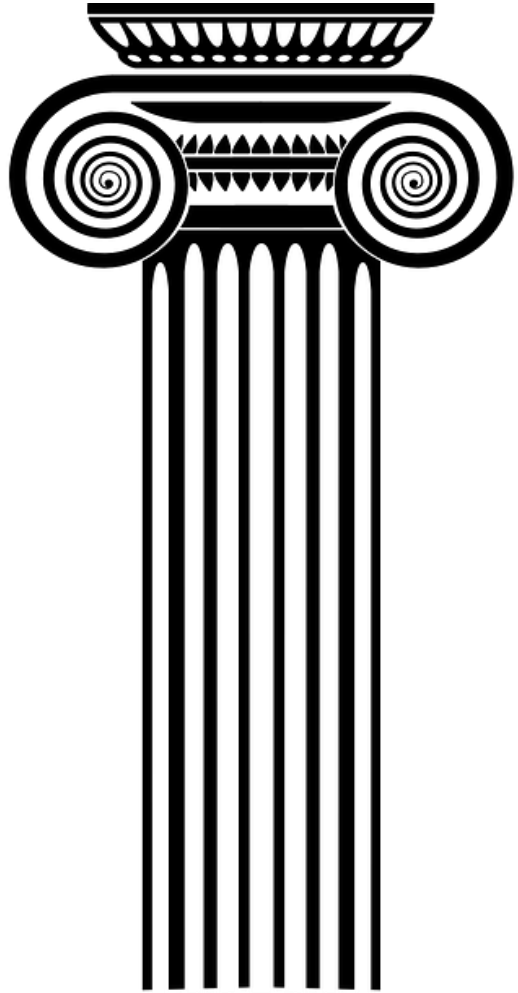


Contribution requires
them to DO something.

We must communicate
those things.

Communication is Key.

Pillar 3: Communication



Let's Do an Exercise!



Stand Up and Find a Partner.



Visual ☀️ **Vocal** 🍬 **Verbal**

A chalkboard with the word "delegate" written in white cursive chalk. Three arrows point upwards from the word: one from the 'd', one from the 'e', and one from the 't'.

delegate

You Tell Me..

What Are The Benefits and Barriers?

Let's Play a Game!

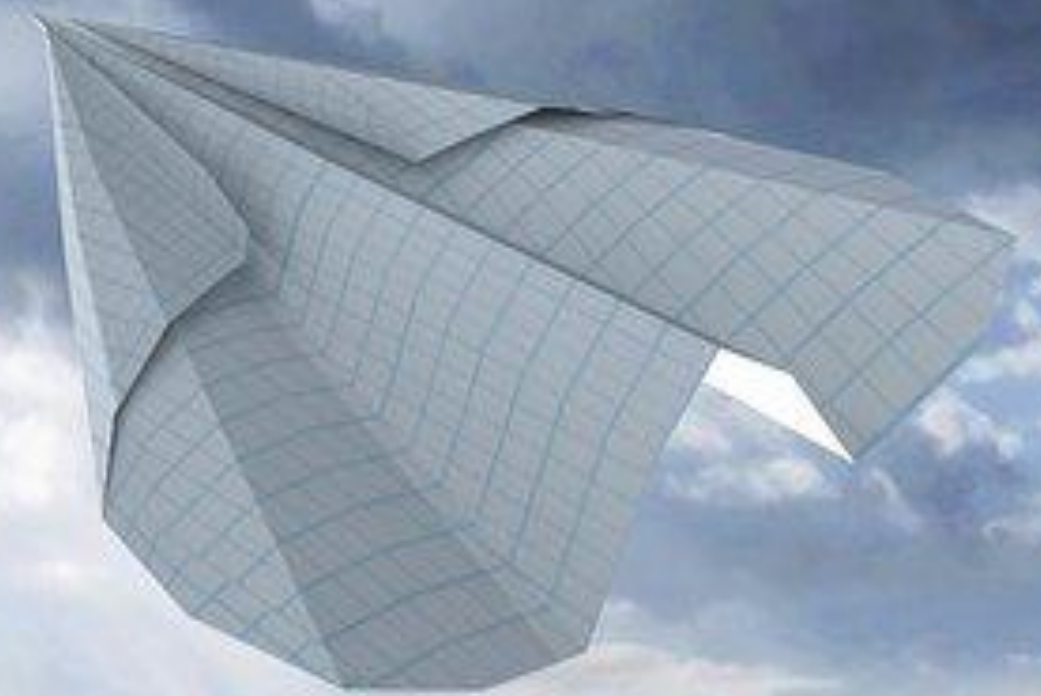


7 Steps To Effective Delegating:

1. Ask: Are they trained?

2. Do they have the time?

3. Clearly define the task or project.



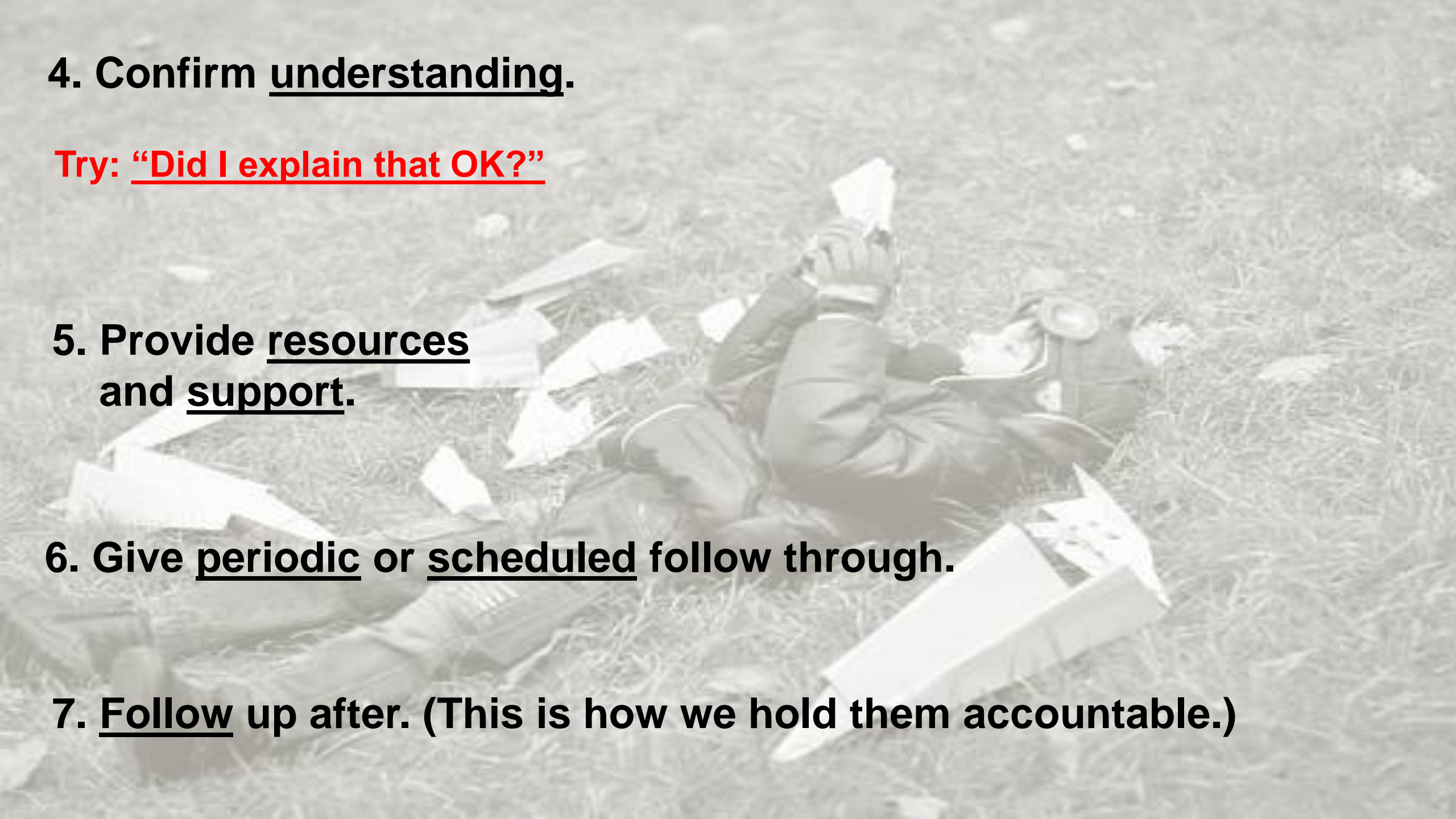
4. Confirm understanding.

Try: “Did I explain that OK?”

**5. Provide resources
and support.**

6. Give periodic or scheduled follow through.

7. Follow up after. (This is how we hold them accountable.)



At the heart of the environment
Are the attitudes and actions of the leader.



Model the behavior we expect in others.
Our attitude and actions will set the standard.



Crab Mentality



Actions are How you Respond

Being Flexible
Being Adaptable
Change on a Dime
Stay Relevant



I Hope You Got Lots of Ideas!



I would LOVE your feedback!
Scan the QR Code

(And get a free super cool communication tip sheet!)



**Leadership is a Verb.
Not a Noun.**

Leadership is not just a title. It is an action.
Taking action can be scary!



My adorable Sister!

Dolphin Diploma





You Have to Pet Your Dolphin!



HR as a Leader:

Creating an Environment Where Top Talent Thrives



Download
Slides and
Handout
Here!!



Julie D. Burch
Julieburch.com
julie@julieburch.com



Give feedback to Julie

Scan this QR code



Or go to

<https://talk.ac/julieburch>

and enter this code when prompted

JULIE