

ENTERFORCE.COM

5 Ways To Develop the HR Leader Within You

As an HR professional, you have a unique opportunity to shape the culture and direction of your organization. But to be an effective leader in HR, you need to develop the right skills and mindset. In this eBook, we will explore five ways to develop the HR leader within you, including tips for expanding your leadership skillset, establishing your own learning path, and networking with other professionals.



1. Frame How You View HR (People-first vs org first)

One of the most important things you can do as an HR leader is to adopt a people-first mindset. This means prioritizing the well-being, growth, and development of your employees over the needs of the organization. When you view HR through this lens, you'll be better equipped to make decisions that benefit your employees and your organization as a whole.

On the other hand, an organization-first mindset can lead to decisions that prioritize the bottom line over the needs of employees. While it's important to consider the financial health of your organization, it should not come at the expense of your employees' well-being. By framing your view of HR in a people-first way, you can strike a balance that benefits everyone involved.

2. Know and Grow Your Leadership Skillset (expand on this with leadership and communication tips)

As an HR leader, you need a wide range of skills to be effective. Two key areas to focus on are leadership and communication. Effective leadership means setting a vision, motivating your team, and making decisions that benefit your organization. Communication, on the other hand, means being able to articulate your vision, listen to others, and build relationships with key stakeholders.

To grow your leadership skillset, focus on developing your emotional intelligence, strategic thinking, and problem-solving skills. To improve your communication skills, practice active listening, ask for feedback, and communicate in a clear, concise manner.



3. Establish Your Own Learning Path

To be an effective HR leader, you need to be committed to lifelong learning. This means establishing your own learning path and identifying the areas where you need to grow. Start by identifying your strengths and weaknesses, and then set learning goals that will help you build on your strengths and improve your weaknesses. Consider taking courses, attending conferences, or reading books on HR and leadership topics that interest you.

4. Consider the Right Certifications

HR certifications can be a great way to demonstrate your expertise and commitment to your profession. Some of the most popular HR certifications include the SHRM-CP, PHR, and SPHR. These certifications demonstrate your knowledge of HR best practices and can help you advance your career. When considering which certification to pursue, think about your career goals and the type of organization you work for.



5. Network

Networking is an essential part of developing your career as an HR leader. By building relationships with other HR professionals, you can share knowledge, stay up-to-date with industry trends, and gain new perspectives on HR challenges.

To network effectively, attend HR conferences and events, join HR professional groups on social media, and participate in local HR organizations. Build relationships with other HR leaders in your organization and seek out mentorship opportunities.

WHY ENTERFORCE?

“You have gone out of your way with your customer service to ensure that our questions were answered and our needs were met. The quality of the candidate that we received has been outstanding.”

FOR INFORMATION

Email

enterforce.com/contact-us/

Phone

(262) 746-1030
