Building Your Business Savvy for HR Professionals

WORKSHOP OUTLINE

Whether you are a seasoned Human Resources Partner or a new team member, the ***Building Your Business Savvy Workshop*** will boost your insights into the dynamics of organizational life and the intricacies of influence in your role. For you as a respected human resource professional, our objective is to maximize your impact with leaders and diverse stakeholders.

Marie Moran & Company provides dynamic leadership consulting, communication workshops and top-tier executive coaching to Fortune 500 clients across all industries. The content for this **two-day workshop** is based on working principles, practices and perspectives garnered over decades of hands-on experience and involvement with business leaders and their teams. This seminar includes key tips, tools and executive-level advice that we've observed can truly bolster HR careers and leadership capabilities. Hear real-life stories and examples, participate in group discussions and application exercises – all designed to make our kernels of wisdom and executive perspectives immediately applicable for you in your role.

WORKSHOP OBJECTIVES

- Identify key principles and new practices to incorporate into your HR skills repertoire
- Enhance your ability to provide executive level, highly insightful advice to your stakeholders
- Fine-tune your persuasion, communication and rapport skills as an HR professional
- Expand your insights and perspectives across the Organizational, Interpersonal and Personal Spheres of Leadership

WORKSHOP DAY ONE (MORNING)

The Foundational Principles

- Setting the Stage – objectives for the workshop
- Our expanded areas of focus
  - 3 Spheres of Leadership
  - Principles, Practices, Perspectives
  - Career Stages
- Participant introductions and Agenda overview – what's relevant to you?
- **Types of Power and Influence**
  - The environment/culture at Sharp HealthCare, and its impact on how initiatives are accomplished
  - The Six Types of Power and Influence available in an organizational setting
  - Analyzing your own style and preferences, and those of your stakeholders
  - Perception and its impact – what's important to know in your HR role
  - Calibrating the impact of the four **Career Stages** when working with your stakeholders

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WORKSHOP DAY ONE (AFTERNOON)

Essentials of Persuasion

- Understanding the **3 Consulting Roles**
  - The three roles – Expert, Resource, Service – elements of each
  - Recognizing your internal partner/customer's perception of your functional role
  - Establishing yourself as their Resource or Expert, not just a Service Provider
  - How and when to flex your approach based on the situation or stakeholders
- Vital Persuasion Skills and Perspectives for your toolbox
  - The Influencing Style – what it is and when to use
  - What Senior Executives expect (and how they process information)
  - How to incorporate **Idea Ownership** into your approach
  - Using **The Marketing Model** when persuading stakeholders
  - Rapport Builders and effective questioning techniques

WORKSHOP DAY TWO (MORNING)

Practical Applications

- Using a **Roadmap** for conciseness and clarity
- **Hiring insights** – using the Job Person Matching philosophy to avoid the "warm body syndrome" or other hiring mistakes
- Analyzing the **personality and key motivators** of individuals you deal with

The Ins and Outs of Executive Coaching

- Key factors to analyze when you are considering coaching
- Choosing the right intervention at the right time
- Types of Coaches and Typical Coaching Processes
- Five Top Reasons that Coaching Fails (and what to do about it)
- Suggested Guidelines to adopt or adapt for your organization

WORKSHOP DAY TWO (AFTERNOON)

Conflict, Biz Savvy Nuggets, Mingling, and More

- Strengthening your **Conflict Hearty** skills – key pointers
- A sampling of Marie's Biz Savvy Snippets – concepts and case studies
- Group discussion and experiential participant exercise to apply the Biz Savvy concepts while mixing and mingling
- Wrap up, action plans, and what's next?

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