

Becoming an HR WarriorTM

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Abbracci Group

Pasadena, CA

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Welcome!



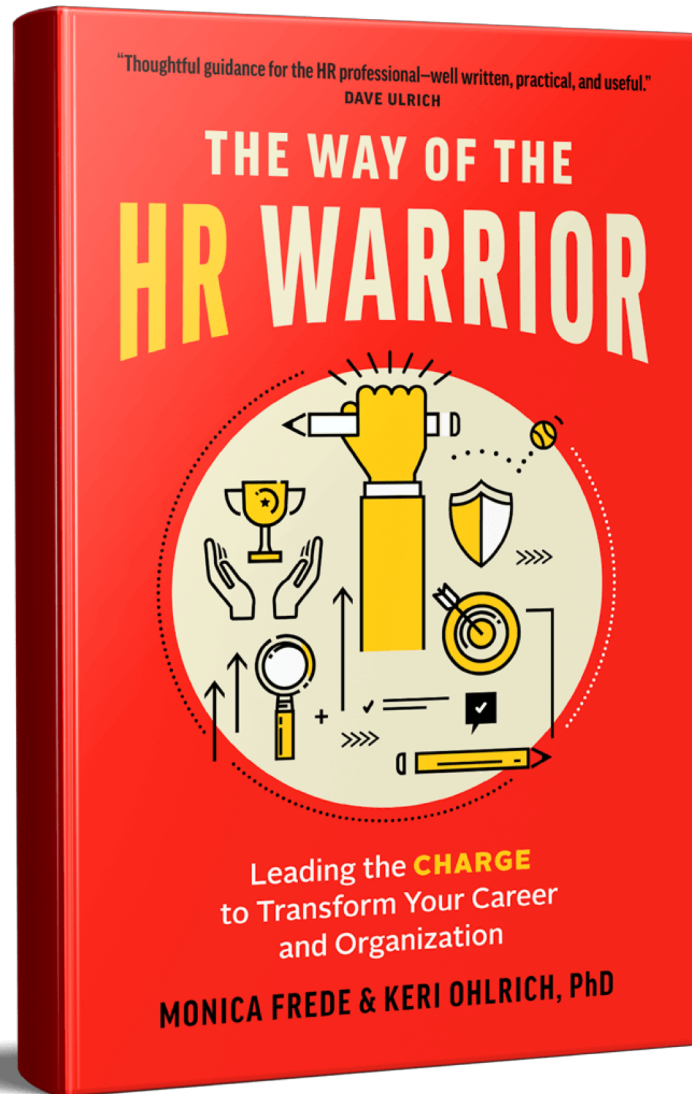
Quick Bio



Dr. Keri Ohlrich, CEO and co-founder of Abbracci Group, is an outcome-focused senior executive with more than 20 years of success in the HR, manufacturing, consumer goods, and consulting industries. She is the co-author of, *The Way of the HR Warrior*, an empowering book for ambitious HR professionals who want to maximize their impact on their organization's culture and bottom line.

Her broad areas of expertise include strategic planning, business development, employee relations, talent management, culture change, conflict management, performance management, organizational development, workshop facilitation, and employee engagement and development. Throughout her career, Keri has held leadership positions at a variety of organizations ranging from start-up to Fortune 500 companies. In her previous roles she has created and implemented HR processes, redesigned the talent function for an organization serving 25,000 global employees, led change management for a new business strategy, and overhauled the Human Resources department.

Keri obtained her PhD in Human Development and Organizational Systems from Fielding Graduate University. She holds an MS in International Peace and Conflict Resolution from American University, an MS in Global Human Resources from Loyola University Chicago, and a BS in Psychology and Business from Carnegie Mellon University. She resides in Pasadena, CA.



Webinar Objectives

- What is an HR Warrior™?
- Overview of the HR Warrior CHARGE™ framework
- Identify the personal gaps to becoming an HR Warrior

Your Development

- Take out a piece of paper; open a word doc on your laptop; write on sticky notes; take notes on your white board
- We will be talking about your development throughout this webinar. This is **you** time!!

HR Warrior

- *The HR Warrior is a professional who can be counted on to get the job done right, to exceed expectations, to inspire others, and to set the expectations that increase the work output of everyone around them.*
- *HR Warriors care about what they do. They see their work as an opportunity to have a positive impact on the business every day.*

HR Warrior

- Displays curiosity
- Speaks plainly
- Acts with agility
- Enjoys problem-solving
- Measures activity
- Believes in the long game
- Builds trust

What is the CHARGE Framework?

Essential qualities of an HR Warrior

- **C** – Courage
- **H** – Humility
- **A** – Accuracy
- **R** – Resiliency
- **G** – Goal-Oriented
- **E** – Exemplary

Courage

They do not take the easy way out. They are not everyone's best friend. They go toe to toe with leadership.

- What makes it hard to be courageous?
- How can you manage it and be courageous?

Humility

Ask questions. Respect that leaders are paid to make the tough decisions. Act with honor. Admit your mistakes.

- How do you show your humility at work?
- List other ways to increase your humility at work.

Accuracy

Identify the pain points with a root cause analysis. Be curious. Build trust. Take time to find your solution.

- In what situations have you thought you understood the problem, but then you received additional information that caused you to reconsider?
- Looking back, what would you do differently?

Resiliency

Having a thick skin is a requirement. Resilience takes time. You are not alone.

- How does being highly resilient work for/against you?
- How does being low in resilience work for/against you?
- How do you take time for yourself to recharge?

Goal-Oriented

The business goals are the HR Warrior goals.

- In what ways is HR tracking goals and/or metrics?
- How do you ensure that the HR goals align to the business goals?

Exemplary

Demonstrate first before demanding anyone else do the same. Maintain integrity in every situation, no matter what.

- What are obstacles for you to being exemplary?

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Questions
