HR Leadership: Create Your Personal Leadership Brand

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## HR Leadership Development Checklist

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HR Leader Development

- Understanding the HR Leader Role
- Integrating Human Capital Strategy
- Leading Ethical Change
- Being a Business Partner/Advisor
- Developing Talent
- Driving Performance
- Building HR Excellence
- Other…

- Board of Directors
- CEO
- Senior Leadership Team
- HR Leadership Team
- Leaders & High Potentials
- Workforce
- Professional Associations
- Community & Media
- Other…

- Start-Up
- Turn-Around/Fix-It
- High Growth
- MA&D
- Cross Business/Function/Industry/Geography
- Reorganization
- Global
- New Boss
- New Leadership Role
- Other…
Lessons Learned About Gaps

- Executive Compensation & Talent
- Board of Directors
- CEO/Senior Leader “Coaching”
- Courage/Pushback
- External Perspective
Ian’s Personal Leadership Philosophy
(The 4Cs)

Credibility – Do what you say you will do, and keep confidences

Collaboration – Share information, resources, and talent...especially when it’s not convenient

Courage – Push back on things that don’t make sense, and push forward on things that do

Competence – Take personal responsibility for your own development, and know what you don’t know