



SHRM[®]

BETTER WORKPLACES
BETTER WORLD™

SHRM Essentials[®] of Human Resources



Agenda

Key topics of this program align with the self-paced tool.

Welcome	Welcome & Introductions
Topic 1	Leads with Purpose
Topic 2	Maximizes Talent
Topic 3	Champions Culture
Topic 4	Optimizes Intelligence
Topic 5	Accelerates Performance
Topic 6	Knows the Law (U.S.)
Conclusion	Next Steps and Wrap-Up

In Real Life – “IRL” Series

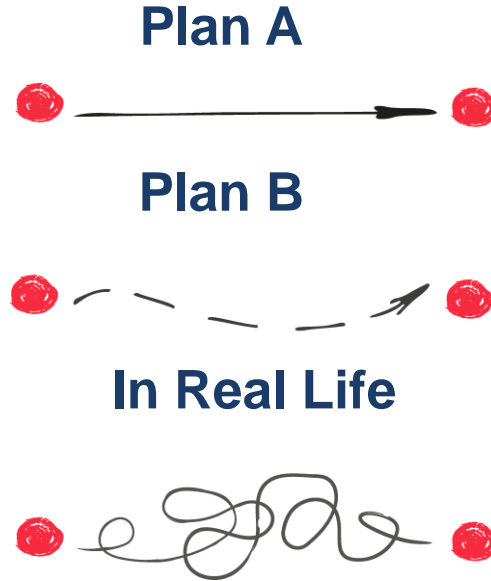
Real-life stories and application activities

Participate in application activities that are woven throughout the content.

Learn about real stories from actual HR professionals.

Independently and in small teams, decide what you would do.

Revisit and learn what the HR professionals did, and their own lessons learned.





Topic 1: Leads with Purpose

- The Role of HR
- The Changes of HR
- SHRM BASK™
- SHRM Organizational Capability Model
- Progression of the HR Role
- Defining a Successful HR Practice
- Thinking Strategically within HR



Monique Akanbi, SHRM-CP
SHRM Field Services Director

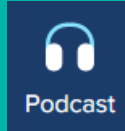
- Do you know how your organization operates?
- What initial resources or solutions might offer strategic help to your organization?

Playlist 3: "The Evolution of the HR Role"



Topic 2: Maximizes Talent

- New-Hire Experience
- Employee Engagement Impact on Health
- Gathering Engagement Feedback
- Addressing Mental Health
- Coaching and Feedback
- Talent Development
- Performance Management Cycle
- Performance Evaluation Process
- Total Rewards



Jenn Lim
Chief Happiness Officer

- What is your purpose?
- Do you align with the mission of your organization?
- How can HR help workers align with their purpose?

Playlist 4: "Creating Workplace Happiness"

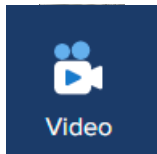


Topic 3: Champions Culture

- Workplace Culture: Explicit versus implicit & cultural Landscape
- Experiencing Workplace Culture
- Toxic & Strong Cultures
- Culture-Building Process
- DEIB in Cultures & Cognitive Diversity
- Bias and Unconscious Bias
- Conflict Management Cultures
- Sustainability & Corporate Social Responsibility
- Compliance Culture



IRL #3: Amber Clayton – 3A

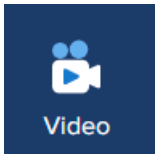


"The Story"

- Watch "The Story" video.
- What would you do in that situation? Why?



IRL #3: Amber Clayton – 3B



"The Result"

- Watch "The Result" video.
- Did you do the same thing or something different? What are the lessons learned?



▲ Slide #74




The slide features a light blue background with a white section on the left. At the top left is a lightbulb icon with a gear inside. Below it is the text 'IRL #3: Amber Clayton – 3A'. Underneath that is a video icon and the text 'The Story'. On the right side, there are two bullet points: 'Watch "The Story" video.' and 'What would you do in that situation? Why?'. The SHRM logo is in the top right corner. At the bottom left, there is a small copyright notice: '© 2023 SHRM. All Rights Reserved | CONFIDENTIAL | INTERNAL USE ONLY'. At the bottom right, the number '74' is visible.



1. What would you do in that situation?

2. Why?



Topic 4: Optimizes Intelligence

- Technology Types: AI, machine learning and deep learning
- Digital Transformation Framework: Needs assessment, business case, system selection and vendor management, implementation plan and change management
- People Analytics Framework: Prepare, collect data, determine hypothesis and tell the story



Video

Nick Schacht, SHRM-SCP

Chief Commercial Officer

- How does your organization currently leverage technology?
- Where else could your organization benefit from streamlining processes?

Playlist 1:
"Optimize Intelligence Using HR Technology"



Topic 5: Accelerates Performance

- Strategic Planning Process
- Organizational Strategy Impacts
- Levels of Strategy: Organizational, business unit and operational
- Frequently Used Metrics
- Talent Acquisition Components: Employment brand, workforce plan, candidate experience, hire and onboard
- Engaging the workforce
- Change Management Audiences and Models

A professional headshot of Parker McKenna, a man with short brown hair, wearing a grey suit jacket, a light blue shirt, and a yellow patterned tie. He is smiling and looking directly at the camera.

Parker McKenna
SVP of HR at Mosaic



Video

- Why is the alignment of HR strategy to the organization important?
- How would you ensure this alignment occurs?

Playlist 2: "What Is HR Strategy?"



Topic 6: Knows the Laws (U.S.)

- Employees & Independent Contractors
- Exempt and nonexempt
- Protected Classes
- History of Federal Employment Law
- Best Practices for Discrimination Accusations
- Unlawful Employment Practices

Thank You!

