

HELLO
my name is

I'm Niki Ramirez



HRAnswers.org

Our Mission: Your people.

Our plan for this session:

- A journey of a thousand miles ... *Let's Go!*
- 3 Mistakes New Leaders Make [and how to avoid them]
- How to Align Your Professional Goals with Your Personal Style
- Optional homework
- A special invitation



3 Things to Get Right in Your First [HR] Leadership Role

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A SPECIAL PRESENTATION FOR HR VIRTUAL SUMMIT 2019

Your Path ...



*There no single path to
success as a leader.*

Enjoy the Journey ...



3 Mistakes New [HR] Leaders Make

And how to avoid them!

[Mistakes to Avoid]

1. Trying to be the expert in everything (or having all of the answers)
2. Becoming complacent about growth and learning
3. Not adopting an attitude of personal accountability



Be a respected expert.

Key points:

- ✓ Focus on leadership.
- ✓ Share your expertise and experience
- ✓ Build a team of capable experts around you



Never stop learning.



Key points:

- ✓ Stay humble and connect with other experts
- ✓ Read, read, read
- ✓ Attend events to connect with other professionals and engage in learning continued experiences

Build a Culture of Accountability.

- ✓ Focus on establishing and building genuine connections and shared goals to keep lines of communication open

- ✓ Ensure your team understands the organization's mission, vision, values, priorities and goals

- ✓ Admit when you're wrong or have made a mistake in order to build trust

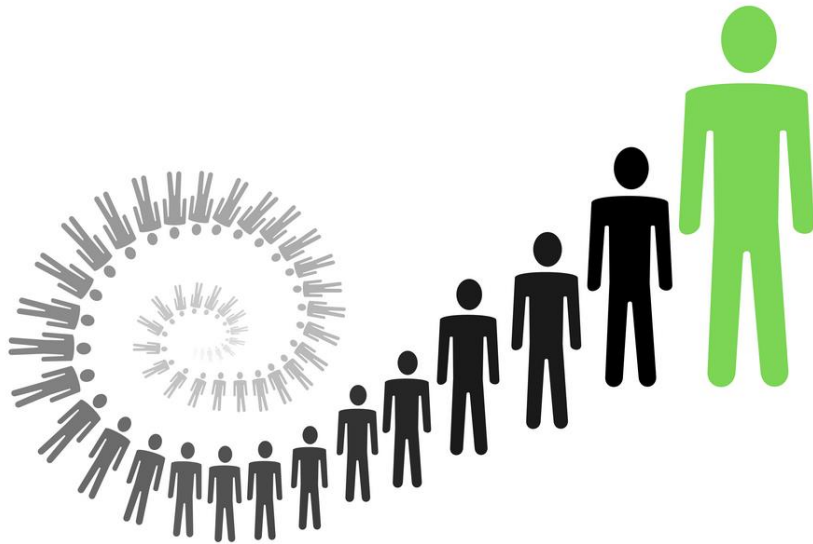
Quick Review:

How to Avoid Common Leadership Mistakes.

- 1) Remember you don't have to have all of the answers. Be a respected expert by **building a team of capable experts** around you.
- 2) **Never stop learning.** Create a learning culture on your team that will help pave the way for continued growth and accountability.
- 3) And ... **build a culture of accountability** on your team, and in your organization. Be someone that your team can trust and look to as an example of how we work together toward shared success, and how we deal with issues.



Leadership Alignment Checklist



1. Clearly identify and share your values with colleagues.
2. Set professional goals that inspire you, personally.
3. Stay true to your professional mission – your “WHY”

Optional Homework:

A Journal Activity, Committing to Success

Answer the following in your own way:

1) *List one leadership activity that you will commit to that will help you be successful leading your team:*

2) If I am committed to (activity listed above), I will (take what action to increase my chance of success):



Let's Keep the Conversation Going!

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A special invitation: contact me to schedule a complimentary 15 minute follow-up coaching call at your convenience! We can discuss your homework assignment, or an HR question of your choice.



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