

Powerful Purpose

Presented for

Alaska State Conference 2018

STRIVE


THE STRIVE GROUP

from the
to the

CLASSROOM BOARDROOM

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@HeatherKinzie

@AKStateCouncil

#AKSHRM18

#PowerfulPurpose

My Purpose

- ✧ Engage your mind
- ✧ Inspire your heart
- ✧ Encourage a positive call to action

An Organization's Purpose

- ✧ Grow or maintain the business
- ✧ Provide services or products
- ✧ Be profitable or sustainable

Powerful Purpose

“Once you know
your purpose in
life, the path
ahead will
illuminate.”





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Mistakes
+ Correction

Learning

CRAZY
THANKFUL



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Powerful Purpose

Are you ready?



Communication

- If not asked, offer. If not offered, ask.
- Don't shy away from difficult.
- Strive for transparency.
- Engage in, enable or encourage two-way communication.
- Preserve relationship before winning.
- Work towards closure or acceptance.



Leadership

- Lead by example.
- Mentor/Coach *everyone who needs it*.
- Strive to quit enabling or placating.
- Provide effective support/information.
- Suggest or propose vs. tell or deny.
- Encourage development.
- Inspire ownership.



Bottom Line

- Do things right the first time.
- Eliminate waste in all forms, and encourage others to do the same.
- Be a fierce negotiator.
- Do your job well.
- Strive to learn and improve.
- Think and act as if you own the place.



Risk

- Learn the law and regulations.
- Be consistent.
- Ensure values are demonstrated.
- Know your organization's value chain.
- Provide flow or friction as needed.
- Think and act as if you own the place.

“Once you know your purpose in life, the path ahead will illuminate.”



Communication

Leadership

Bottom Line

Risk

Benefits of Realizing HR's Purpose

- 🌱 Focus your attention
- 🌱 Increase your value
- 🌱 Build your confidence and competence
- 🌱 Enable your success
- 🌱 Enable your organization's success



*Your purpose awaits.
Indeed, it is powerful.*

You are ready.

Thank you.

Heather Kinzie, SHRM-SCP

Chief Operating Officer, The Strive Group

- ✧ Business Sustainability and Improvement
- ✧ Strategic Management and Planning
- ✧ Recruitment
- ✧ Workforce and Leadership Development
- ✧ Facilitation
- ✧ Process Analysis and Improvement
- ✧ Think Tanks and Collaborative Events
- ✧ Writing and Public Speaking



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