Powerful Purpose

Presented for

Alaska State Conference 2018





My Purpose

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



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An Organization's Purpose

- Crow 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."



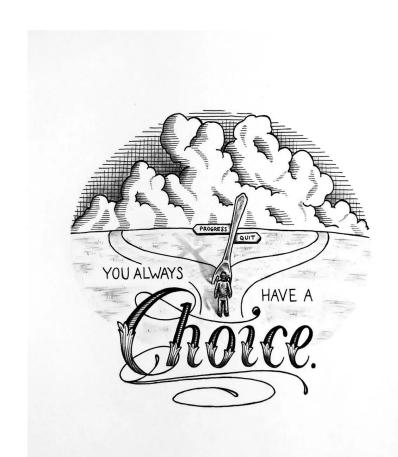




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Mistakes + Correction Learning



CRAZY THANKFUL











Powerful Purpose



Are you ready?





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





- 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.





- 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.





- 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.



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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



907.830.0313 thestrivegroup.com Heather.Kinzie@TheStriveGroup.com