

The Truth about HR ...and You

(PS Nobody is Coming to Save you!)



Don Phin, Esq.

What we'll discuss

- The current HR Zeitgeist
- What you can expect from them
- What you can do for yourself
- Understanding the opportunity
- Clarity about your BIG WHY
- How to communicate your value
- How to get paid!

About Don Phin, Esq.

- Attorney since 1983
- Developed and sold HR That Works to ThinkHR in 2014
- Coach to HR executives
- 400+ presentations to Vistage CEO groups
- Author of six books and dozens of training programs
- Just launched the Great HR program!

The challenge: HR is viewed as...

- A corporate wasteland
- An expense
- Boring
- Administrative
- The dept. of “no”



The HR Zeitgeist

- Overwhelm
- Under-appreciation
- Under-paid
- Poorly managed
- Deep resentment

The result



When.....

Then.....

Guess what...

***nobody is coming
to save you!***

Great HR will be about...

YOU!

Question is...

Do You

Believe

in You?

Question:

What would you do

if you knew

you couldn't fail?

So...what's stopping you?



POTENTIAL WEAKNESSES: Excessively defensive; self-perfectionism; takes criticism very personally; will avoid situations where they will be rejected or confronted; may overreact to criticism or challenges; either cannot win or cannot lose. May be very sensitive to rejection and/or criticism.

Don't settle for comfort

"Only the mediocre are ever truly comfortable."

-Paulo Coelho



What do they have in common?



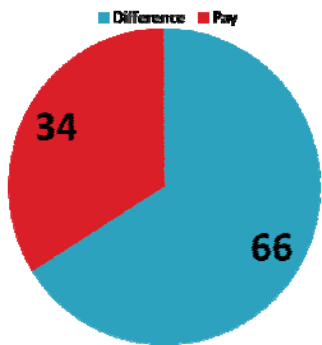
Seize the Great HR Opportunity!



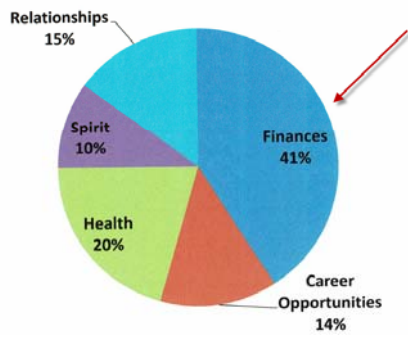
It starts with your



What's your Big Why?



Which of these five factors would you like to change most?



Create a plan for your career/life



Be the Boss Whisperer



The three legged stool

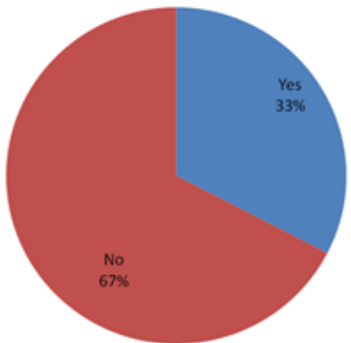


- Hiring
- Productivity
- Retention

Get creative!



Employee suggestions?



Brand yourself



Go where the money is



\$how your value



Get paid!



Get fired up about you!



Repeat after me...

- **I believe in HR!**
- **I believe in myself!**
- **I can make a difference!**
- **I am ready to get paid!**

How I can help

- Great HR program live and online
www.greathr.com
- Individual or group coaching
- Leadership workshops
- Investigations
- Tip of the week

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