

A background illustration featuring a row of six stylized human figures in a light teal color. Above them are several speech bubbles of varying sizes, also in light teal, creating a sense of a group discussion or meeting.

HR MEETINGS SUCK

[but they don't have to]

[as much]

#improving **HR**

How often have you sat in an HR meeting feeling like it's Groundhog Day, like...

"We've seen this movie before..."



[I don't know if that last page gives you as much anxiety as it does me - I hope not..]

What causes this?

competing priorities?

too
busy?

I don't agree?

no money?

I'm not
heard?

fear of
blame?

credit-seeking?

It doesn't
matter

All that matters is the
solution...

ACCOUNTABILITY

ACCOUNTABILITY for ACTION

WHAT is the action?

WHY is it necessary?

WHO is on point?

WHEN is it due?

HOW will it be done?

WHERE will it happen?

[And MANAGE the action outside of the room]

ACCOUNTABILITY for IDEAS

There is a universe of possibilities,
and discussing them is our favorite
way of dodging bullets...

Discuss those ideas that
deliver value to strategy...

With a clinical eye
for actionability

[And set aside time for Blue-Sky discussions...]

ACCOUNTABILITY for DEBATE

Debate ISSUES for resolution

[An ISSUE is happening right now and is impacting the ability to make decisions and/or take action]

Monitor RISKS but avoid debating *"What if..."*

[A RISK is something that could impact decisions and/or actions but is not currently happening. If the risk is great enough, assign an ACTION to produce a contingency plan]

ACCOUNTABILITY for DECISIONS

A DECISION is the ultimate in accountability;
maintain a detailed Decision Log, capturing:

WHAT the decision is

WHO made it (singular)

WHO was/wasn't involved

WHAT was considered

WHAT was in scope

WHAT was out of scope

[And begin each meeting with review/ratification of Decision Log]

ACCOUNTABILITY is a mindset that drives
productive behaviors...

Can be supported by the approaches, tools
and techniques we've just looked at....

Don't make the mistake of thinking that the
approaches, tools and techniques are more
than that; they are not an end-goal...

Ultimately, the solution to HR meetings isn't
to fix HR meetings, it's to fix accountability

And, because accountability is managed outside of the meeting...

Be careful that your meeting doesn't become an arena to air grievances and make up for weak performance management practices in HR

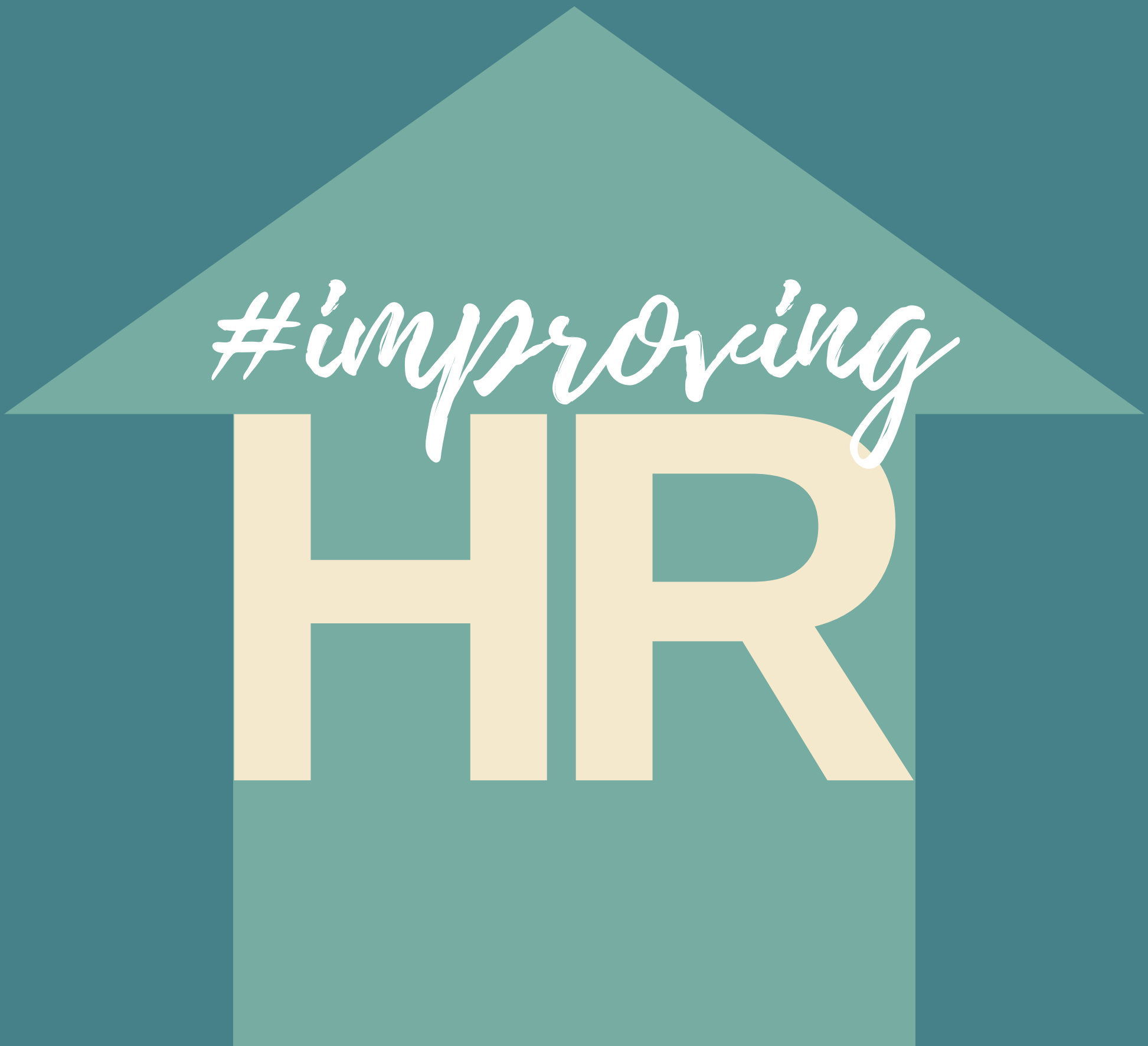
Want to re-energize your
commitment to improve HR?

*#improving***HR** POWER SESSION

- Create a crystal-clear vision for how your unique strengths can best flourish in HR and your best strategy for creating game-changing results
- Uncover hidden challenges that may be sabotaging both your current AND future opportunities to make lasting change, and...
- You'll leave the session renewed, re-energized and inspired to step fully into your calling as a powerful force for improvement in the HR function

FREE, 45 minute, 1-to-1, Zoom

BOOK NOW at improvingHR.info

A stylized graphic of a house. The roof is a light teal triangle. The main body of the house is a teal rectangle. The text is overlaid on this graphic.

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