

A photograph of a modern conference room. In the foreground, a long, dark wooden conference table is partially visible. Several black leather office chairs are arranged around the table. On the table, there are some papers, a pen, and a glass of water. In the background, a large window lets in bright light, and a small potted plant sits on a surface. The overall atmosphere is professional and clean.

**SECURE YOUR SEAT  
AT THE TABLE:**

ELEVATE YOUR ROLE IN HR

Between new technology, ongoing talent shortages, and other factors affecting today's job market, it might seem like a difficult time to be in the human resources field.

There's no denying it – those challenges do exist.

But the truth is, it's a great time to be in HR.

### **Ready for the next step in your career journey?**

**In this eBook, you'll learn how to:**

- Elevate your expertise...
- Grow as a modern HR leader...
- And earn your seat at the table.

**Let's get started.**





## IT'S A GREAT TIME TO BE IN HR

Today's workplaces are facing plenty of challenges, thanks in part to lingering effects of the pandemic. From inflation and supply chain issues to talent shortages, economic uncertainty, and the evolving dynamics of remote work – the need for competent, forward-thinking HR leaders is higher than ever before.

That's precisely why it's a great time to elevate your HR career.

### THE TIME IS RIGHT

- The U.S. Bureau of Labor Statistics (BLS) estimates that **HR management jobs will grow by 7% through 2031.**
- The Wall Street Journal **ranks the role of HR Manager as 35th most promising** – that's out of 800 categories.
- HR job postings in the U.S. **have grown by 87% since the beginning of COVID**, according to Indeed.

The future of HR is bright, even in the face of unprecedented difficulties.

Let's take a closer look at where you can take your HR career in today's workplace.



## CHARTING MODERN CAREER PATHS IN HR

New roles and responsibilities within HR – those related to employee well-being, digital transformation, and sustainability, for example – have broadened the horizons for HR professionals.

Today, your career journey in HR is not just a straightforward climb up the corporate ladder; it's a collection of experiences. And it's these experiences that contribute to both personal and professional growth.

The modern HR career path is more like a personalized roadmap tailored to your individual strengths and aspirations. For instance, you could start your career as an HRIS Analyst, transition to an HR Ops Manager, take on the role of a Shared Services Manager, and ultimately ascend to the position of a Chief Human Resources Officer (CHRO). The possibilities are as vast and varied as the skills and competencies you accumulate along the way.



# CHARTING MODERN CAREER PATHS IN HR

## USE THE T-SHAPE CAREER METHOD

As you navigate through your HR career, it's helpful to embrace a T-shaped professional mindset.

### What does that mean, exactly?

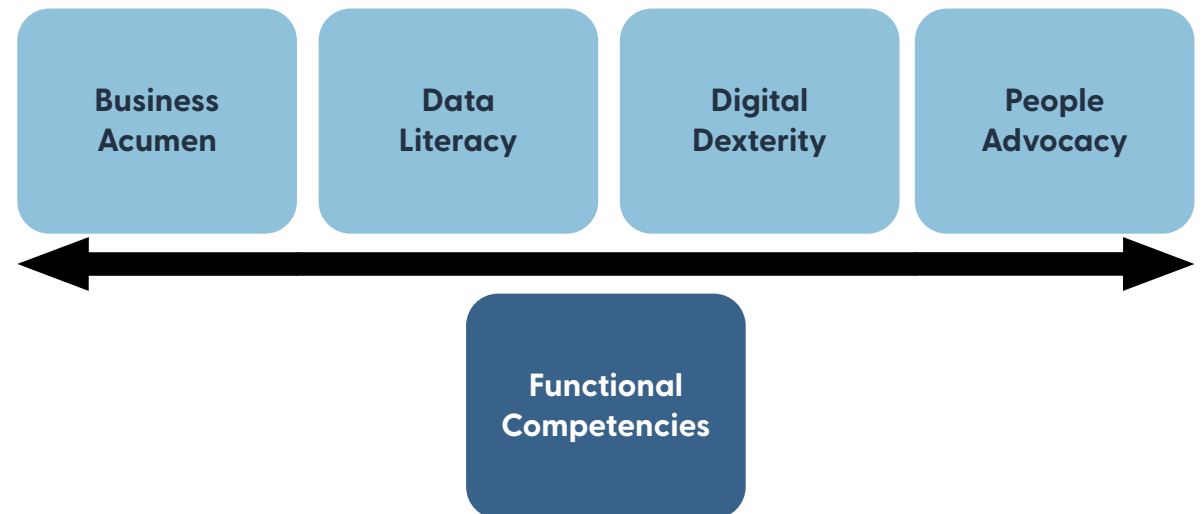
Develop foundational proficiency in four core competencies:

- Business Acumen
- Digital Dexterity
- Data Literacy
- People Advocacy

These competencies serve as the horizontal bar of the 'T.' They're transferable across various HR roles.

From there, specialize in at least one area of HR, such as recruitment, Diversity, Equity, Inclusion, and Belonging (DEIB), HR analytics, or organizational development. This specialty serves as the vertical bar of the 'T.'

This dual approach, with both specialized expertise and broad competencies, makes you adaptable to changing work environments. It also future-proofs your career in the face of global disruptions.



# HOW YOU CAN ELEVATE YOUR HR CAREER

The role of HR professionals is evolving rapidly, and staying ahead is crucial for career growth. To elevate your HR career, you need to be proactive, strategic, and continuously adaptable.

Easier said than done, right?

Don't worry – we've compiled some strategies and tips to help you.

Let's explore the key steps and strategies that can propel your career to new heights.







## HOW YOU CAN ELEVATE YOUR HR CAREER

### RAISE YOUR GAZE

#### Understanding Industry Trends and Priorities

If there's one constant about HR, it's that it's always evolving. That's why staying abreast of industry trends and priorities is essential.

HR leaders must act as strategic advisors, driving organizational performance through HR strategy. Successful leaders, like Kathleen Hogan, CPO of Microsoft, emphasize the importance of listening, learning, and making decisions to create an empowering culture.

As you raise your gaze, focus on aligning HR strategies with overarching business goals, staying attuned to industry shifts, and cultivating a forward-thinking mindset.

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*“...I represent all employees at Microsoft. My job is really to listen and learn from them and make decisions that help us create an empowering culture where everyone can do their best work.”*

**Kathleen Hogan, CPO, Microsoft**

# HOW YOU CAN ELEVATE YOUR HR CAREER

## RAISE YOUR GAZE

### Know the Latest Trends in HR

2024 proves to be an interesting – and challenging – year for HR, according to research from Gartner. See for yourself:

- **75%** of HR leaders say their **managers are overwhelmed** by their job responsibilities.
- **73%** of HR leaders say their organization's leaders **aren't equipped to lead change**.
- **41%** of HR leaders say employees' **connection to culture is compromised** by hybrid schedules.
- **47%** of HR leaders don't know **how to drive change** to achieve a desired culture.
- **60%** of HR leaders are **uncertain about the impact of evolving technology**, like generative AI, on the HR field.
- **56%** of HR leaders said their HR technology solutions **don't match their current and future business needs**.
- **77%** of HR leaders say their **employees are fatigued**.
- **82%** of HR leaders say their managers **aren't equipped to foster change**.
- **89%** of HR leaders think career paths within their organizations are **unclear for employees**.
- **66%** of HR leaders agree that career paths within their organizations **aren't compelling** for many employees.





# HOW YOU CAN ELEVATE YOUR HR CAREER

## THINK AND ACT STRATEGICALLY

Whether you're looking to rise in the ranks of your department, or you have your sights set on a Chief Human Resources Officer (CHRO) job, thinking and acting strategically is the way to get there.

### What does that mean, exactly?

Becoming an HR leader requires a unique blend of competencies. Knowing what they are – and actively working on improving and practicing them – is the best way to be successful.

### Competencies to focus on include:

- **Business Acumen** – Understand how your organization operates in order to strategically design policies and initiatives that serve the company and its employees.
- **Digital Proficiency** – Integrate technology into HR operations to increase organizational efficiency and drive business growth.
- **Data Literacy** – Create business value by knowing how to understand, interpret, and apply findings from data.
- **People Advocacy** – Serve as a trusted and ethical advocate for the organization's employees, focus on culture building, and champion diversity, equity, and inclusion.
- **Leadership Skills** – Rely on your knowledge, abilities, and communication skills to direct and inspire others within your organization.
- **Problem Solving** – Work on identifying and evaluating problems before generating feasible solutions that impact the entire organization for the better.
- **Emotional Intelligence** – Develop your own self-awareness, self-regulation, internal motivations, empathy, and social skills to communicate with employees across all levels in the organization.





# HOW YOU CAN ELEVATE YOUR HR CAREER

## BE A LIFELONG LEARNER

Continuous learning is an important factor for career growth in any field, HR included. The first step is to be open to new ideas, methods, and practices as you move forward in your career. Having a closed mindset won't get you very far – you can count on it.

Next, identify and close any skills gaps that you identify in your own career. For example, maybe you're not familiar with a commonly used HR software or aren't up to date with the latest in diversity, equity, inclusion, and belonging (DEI&B) initiatives. Do your research and close that skill or knowledge gap, and you'll be that much stronger when it comes to career advancement.

Last but not least, earn important HR certifications relevant to your chosen path. These help you stay on top of your game and make you more marketable:

- **aPHR (HCRI)** – This credential serves as a testament to your understanding of fundamental HR concepts, making it an excellent choice for individuals looking to establish themselves in HR management roles.
- **PHR (HCRI)** – The PHR (HCRI) certification is designed for professionals aiming to highlight their expertise in the technical and operational dimensions of HR management. By attaining this certification, you demonstrate mastery in executing HR functions and navigating the intricacies of day-to-day HR operations.
- **SPHR (HCRI)** – As the senior-most certification in human resources, this credential is tailored for seasoned HR professionals who seek to showcase their leadership in shaping organizational HR strategies.
- **SHRM-CP (SHRM)** – The Certified Professional credential by the Society for Human Resources Management (SHRM) is tailored for HR professionals actively involved in implementing policies and strategies. It's helpful for those who serve as key points of contact for staff and stakeholders, deliver HR services, and handle operational HR functions.
- **SHRM-SCP (SHRM)** – For HR professionals aiming for senior leadership roles, the Senior Certified Professional (SHRM-SCP) credential is a pinnacle achievement. This certification is geared towards individuals who not only develop HR strategies but also lead the HR function, exert influence in the community, analyze performance metrics, and align HR strategies with broader organizational goals.

# HOW YOU CAN ELEVATE YOUR HR CAREER

## BUILD STRONG RELATIONSHIPS AND NETWORK

Building strong relationships with C-suite executives is a pivotal aspect of HR leadership. Acting as a trusted advisor involves gaining insight into organizational priorities and leadership styles. Connect with organizational leaders, understand team dynamics, and prioritize gaining insight from both leaders and team members.

This approach ensures that HR professionals are not only heard but also valued as strategic partners, fostering a culture of collaboration and trust within the organization.

- Connect with each leader within the organization individually, if possible. Try to understand their leadership style and professional development needs.
- Gain insight from these leaders on their team members' strengths and weaknesses.
- Meet one-on-one with team members, if possible, to gain a wider perspective on the organization.

It's also wise to continue building your professional network outside of your organization. Gaining perspectives and insights from other HR leaders and high-level executives is always helpful.





# HOW YOU CAN ELEVATE YOUR HR CAREER

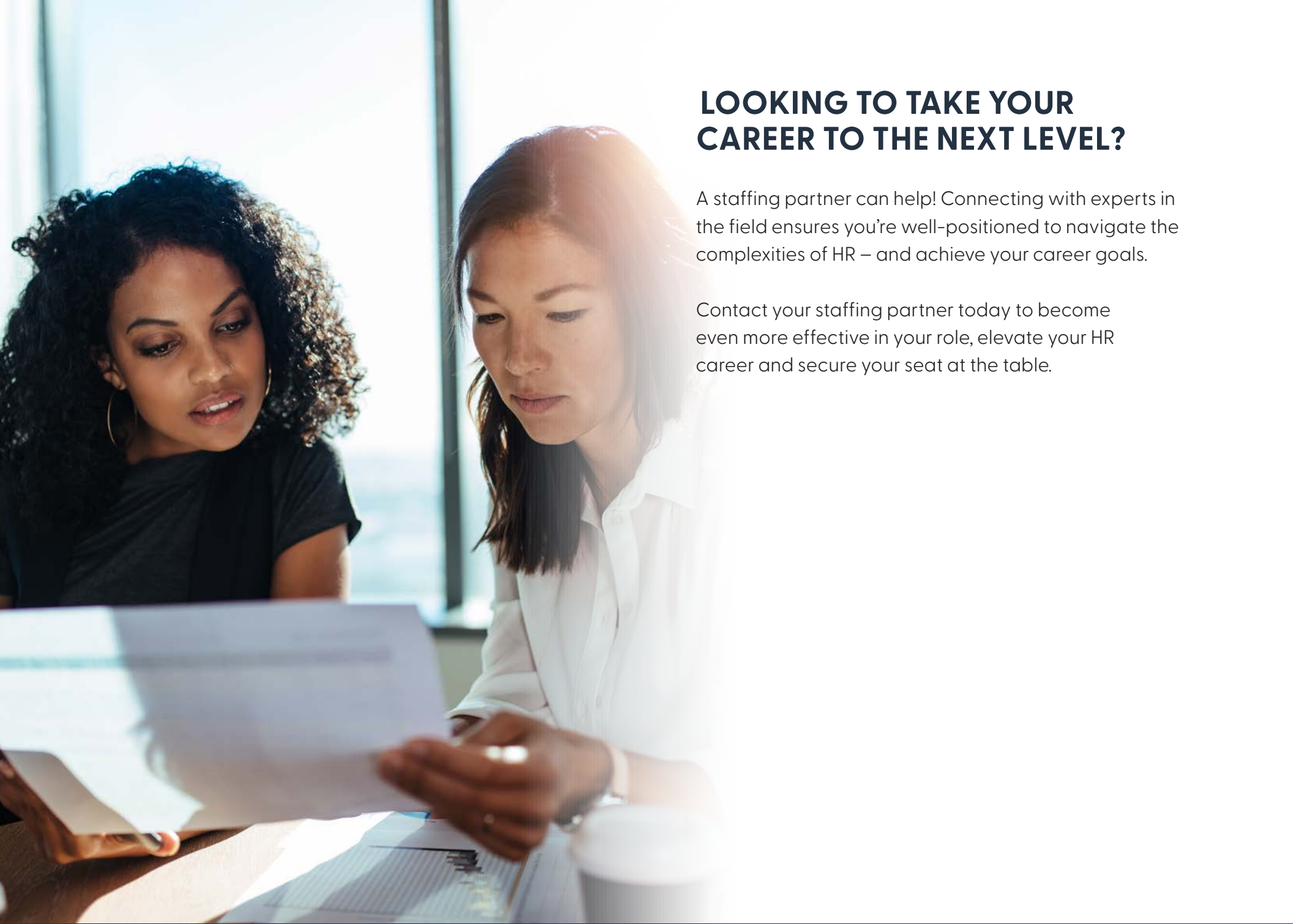
## LEVERAGE THE VALUE OF AI

In today's digitized workplace, the integration of Artificial Intelligence (AI) is transforming HR operations. There's no question that AI is here to stay. Savvy HR professionals will embrace this technology, rather than balk at it.

And make no mistake: AI is not designed to replace HR professionals, and it won't. The field of HR will always involve complex human interactions that require empathy and an understanding of human nature – something AI doesn't have.

In HR, AI has been used for some time for things like candidate communication, resume parsing, appointment scheduling, and more. But for HR leaders, this kind of technology presents a wide range of opportunities at a higher level. AI can help HR succeed by:

- **Managing performance** – AI can provide insights into employee performance to conduct evaluations, anticipate employee questions, and identify necessary training.
- **Ensuring compliance** – AI can provide updates on employment laws, payroll regulations, and health and safety protocols.
- **Reducing bias** – AI helps eliminate bias in recruiting by focusing on job qualifications only and removing unconscious bias.
- **Avoiding talent shortages** – AI analyzes past trends and patterns to anticipate talent shortages.
- **Informing decision making** – AI can analyze large amounts of data to improve efficiency, allowing HR leaders to make informed, data-driven decisions.



## LOOKING TO TAKE YOUR CAREER TO THE NEXT LEVEL?

A staffing partner can help! Connecting with experts in the field ensures you're well-positioned to navigate the complexities of HR – and achieve your career goals.

Contact your staffing partner today to become even more effective in your role, elevate your HR career and secure your seat at the table.