

HR Professional Development Workshop

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August 7, 2019

The Power of Growth, Keynote speaker Laura Beeman, UH Women's Head Basketball Coach

Coach Beeman spoke about growth change should always be encouraged. If we want to grow, we should step out of the box, as we grow, we will fail, but fail forward, learn from our mistakes. As we grow we need to ask the hard questions, need to be honest and be okay with conflict. Be respectful, listen, make people feel okay, make them feel safe. Have open conversations when setting expectations and goals. People don't like to be told what to do. When setting goals for the team, let the team establish how they are going to accomplish the goal. The team needs to be honest and needs to take ownership.

I feel that I can use these techniques in my position as Human Resource Manager. When we have special projects, the team can come up with how we can accomplish the project in an accurate and timely manner. Utilize each member's strengths and strengthen others weaknesses. If we work as a team, we can pair up the members that have strength in topic team up with one that is not as strong. Allow the stronger member help the other member complete the task, we can allow members to fail, but also learn from their failure. Everyone has their strengths, we need to utilize it and help with others weaknesses.

There are many times when a supervisor will request for help from HR, with team building or having a problem getting their team to complete a task. I can share some of the techniques that we learned in the HR Professional Development. Key take aways: Listen, be open to change, be honest, allow your team to feel safe (let them be honest with their thoughts) and allow your team to fail and grow.