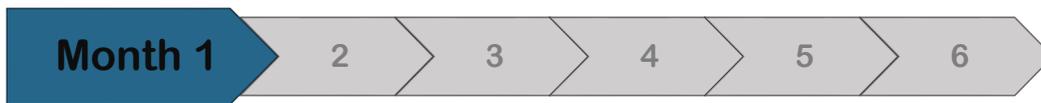


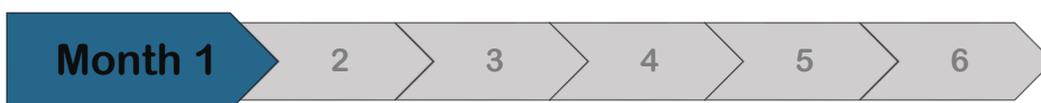
The HR Leadership Experience in Detail



Event: HRLX Cohort Kick-Off Call hosted by the HRLX team

Attendees: All Participants, Mentors, Direct Managers, and Executive Sponsors/CHROs.

- Overview of the HRLX program and its components:
 - Self-Awareness
 - Leadership Development Workshops
 - HR Connections – sub-groups, peer learning, and networking
 - Mentoring – matching, relationship, expectations for mentor and mentees
 - HR Microlearning – Skill Builder resources
 - Graduation – sub-group presentations, Leadership panel, awards
- Skill Builder Orientation.
- Workshop High Points: *Leading in an HR Organization*, *HR Consulting Skills*, and *Marketing an HR Organization*
- Participant Expectations:
 - Be prepared and present at each event, actively participating in the conversations, problem solving, and collaborating.
 - Attend three Peer Problem-Solving Sessions and three Mentor Meetings.
 - Develop and deliver an Internal HRLX Leadership Briefing.
- Q&A



Event: Self-Awareness Assessment - Skill Builder

Objective: All participants complete their self-assessment before the first workshop.

- Skill Builder is a cloud-based assessment and leadership development solution that incorporates the latest workforce analytics for a full picture of the individual’s leadership skills, strengths, and areas of opportunity.
- All participants and their direct managers are sent an invite to Skill Builder and a log-in pin after the kick-off call.
- Participants complete their self-assessment and their direct managers assess them as well, both evaluating on four levels in each of the 15 core competencies.
- Participants are encouraged to discuss their results with their manager, identifying areas of growth and next steps to be taken.



Workshop: *Leading in an HR Organization* (1-day)

Attendees: Participants

- This workshop focuses on some of the most critical skills of effective leadership such as Purpose, Goals and Vision, Inspiring Others, Emotional Intelligence, and Decision Making.
- Participants bring their Skill Builder self-assessment reports to this workshop, using them in tandem with the workshop’s teachings to pinpoint specific leadership skills that need to be developed or refined.
- Participants are given examples of using Skill Builder’s My Career Journey section to build their personal brand.
- Guest Speaker – a CHRO or executive from a local organization (often the host of the workshop) will come and briefly address the cohort on leadership.

Event: Peer Relationship Building & Networking

Attendees: All HRLX Participants, Mentors, and Executive Sponsors/CHROs

- Networking is a skill the best leaders (even the introverted ones) develop and actively utilize.
- A guest speaker (typically a CHRO or executive from a local organization) gives a brief message.
- This is an opportunity for the participants to interact with HR execs, meet peers in different industries, and build the HR community in the city/region.
- Mentors and mentees are able to meet unofficially for the first time and begin to build a relationship.



Event: 1:1 Mentor Meetings

Attendees: Participants and Mentors

Objective: The beginning of the mentor-mentee relationship.

- It is the mentee’s responsibility to initiate the relationship, schedule the meetings, set the agenda for the relationship, and bring value to their mentor.
- The mentor invests a few hours of their time in their mentee, advising them on a variety of topics and how the skills learned in the workshops are applied in real-life situations.

- The mentee is encouraged to share their Skill Builder self-assessment reports with their mentor as a means of facilitating conversation about leadership development, which critical skills to work on, and setting goals.

Event: Peer Problem-Solving Sessions

Attendees: Participants

Objective: Each sub-group meets to build relationships and work on real-life challenges.

- The cohort is divided into sub-groups that will meet three times during the program to actively and practically apply what they are learning in the workshops and from their mentors.
- In these meetings each participant will disclose a real-life issue or situation that they are facing, and then the sub-group will discuss it and come up with ideas/solutions.
- These sessions are a valuable opportunity to learn from peers in other companies/industries and to gain insight on mutual challenges and possible solutions.



Workshop: *HR Consulting Skills: Becoming a Trusted Advisor* (1.5 days)

Attendees: Participants

- *HR Consulting Skills* helps participants build trust and influencing skills, increases their communication abilities, and aids them to build deeper relationships with their clients, their team, and others within their organization.
- Participants are given specific Skill Builder resources on *Consulting Skills* topics such as communication, collaboration, and client orientation and encouraged to choose and work on a particular skill.
- Guest Speaker



Event: 1:1 Mentor Meetings

Objective: Mentor and mentee meet for the second time.

Event: Peer Problem-Solving Sessions

Objective: Each sub-group meets a second time to build relationships and to work on real-life challenges.



Workshop: *Marketing an HR Organization* (1.5 days)

Attendees: Participants

- *Marketing* gives participants a framework for communicating to others the value of a product/service, of the HR organization, and of themselves as an HR leader. Participants learn to build support by focusing on benefits rather than technical features.
- Participants are encouraged to build out their My Career Journey profile in Skill Builder as a good example of personal marketing.
- The participant’s Internal HRLX Leadership Briefing (the presentation of their HRLX learnings to their Executive Sponsor) is reviewed in this workshop:
 - How they are going to present (market) themselves and their message?
 - Who are their audience?
 - How can they use this presentation for personal branding and endorse their leadership abilities (with an eye to promotion)?
- Participants are encouraged to consider their personal branding on social media, particularly LinkedIn, and the value that it has in marketing their talents.
- Guest Speaker



Event: 1:1 Mentor Meetings

Objective: Mentor and mentee meet for the third time.

- Though a minimum of three meetings is required, the mentor and mentee are not limited to three meetings. They may meet as many times as they desire/are able to and may decide to continue the relationship after the program’s conclusion.

Event: Peer Problem-Solving Sessions

Objective: Each sub-group meets a third and final time to build relationships and to work on real-life challenges.

Event: Internal HRLX Leadership Briefing

Objective: The participant showcases their new learnings/leadership skills

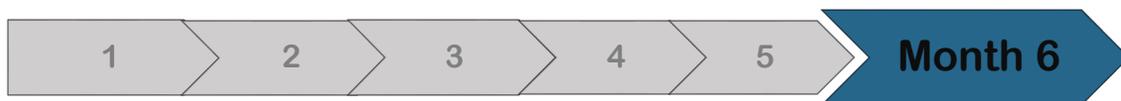
- Each participant schedules a meeting with their Executive Sponsor/CHRO and prepares a ten-minute presentation of how they have benefited from HRLX.
- This presentation is an important component of the HR Leadership Experience and is designed to deliver many benefits.

- This is an opportunity for the participant to:
 - Share new skills and successes, while enhancing their leadership brand
 - Refine presentation/communication skills, an important leadership muscle
 - Express their gratitude for the investment made into them and their career
- This is an opportunity for their leaders to:
 - Appreciate the benefits that have been realized from the HRLX
 - See the positive return on their investment
 - Be encouraged to continue investing in leadership development

Event: HRLX Award Nominations

Objective: Through the HRLX awards we honor those in our HR community who stand out as exemplary leaders and dedicated mentors.

- For the *Leader Amongst Leaders Award*, nominate a peer whom you feel best personifies the leadership qualities covered in this program including:
 - Ability to build trust and rapport
 - Inclusive and collaborative
 - Involved and participating in all aspects of the program
- For *Mentoring Excellence Award*, describe why you believe your mentor is deserving of this award, giving specific examples. The receiver of this award should demonstrate, among other things:
 - A high degree of professional integrity.
 - Commitment to the growth of HR leaders in the community.
 - A belief in lifelong learning and continuous growth



Event: Graduation Celebration

Attendees: Participants, Mentors, Direct Managers, and Executive Sponsors/CHROs

- Sub-Group Leadership Presentation – each sub-group shares how the HRLX has benefitted them and how they plan to use their new skills in the future.
- Leadership Panel – a moderated discussion panel of HR executives who share their career stories, advice and lessons learned, and insights on being an HR leaders in such disruptive times.
- HRLX Awards – the awards for *Leader Amongst Leaders*, *Mentoring Excellence*, and *Community Leadership* are bestowed.
- Certificates – every participant who has completed the HRLX milestones is presented with their certificate of graduation.



Skill Builder:

- HRLX graduates have six months of access to Skill Builder and its library of 5000+ microlearning resources after graduation.
- Graduates are encouraged to complete their self-assessment again, using their first assessment as a benchmark - see what competencies you have progressed in and where there are still areas of growth.
- Graduates can access materials on 400-500 distinct technical skills to build their talent brand and digital fluency.

Building a Leadership Brand:

- HRLX graduates are encouraged to share their leadership journey with their peers and to continue in building their personal brand.
- Graduates are provided with information on how to display their HRLX achievements and leadership skills on LinkedIn.

Mentoring:

- HRLX mentees, after graduating the program, can actively give back to their HR community through mentoring in one the upcoming Cohorts!
- This both benefits them personally as an emerging HR leader and helps to build a stronger HR community in their region.
- Go to the HRLX website at www.thehrlix.com to become a mentor in an upcoming cohort!

Future Cohorts:

- The HRLX is continually growing and expanding into new cities! Follow the progress on the HRLX website or on LinkedIn.