

# Own Your Seat

HR & OD: Advising for Accountability and Alignment

(6-8 hour multi-media workshop)



## OVERVIEW

The leadership team in your company – or, at your client – moves fast and demands results. If you have an audience with them, you'd better articulate the ways in which you intend to help them produce useful output, or forget about an invitation to return. This poses a serious problem for many in the Human Performance field: You may see difficulties they don't notice, you may perceive solutions they haven't considered, and you may, in fact, understand their biggest problems better than they do. But as soon as you start talking about people systems, human performance, collaboration, and – perish the thought – morale, you get categorized, marginalized, and ignored.

For decades, highly competent Human Resource and Human Performance professionals have bemoaned their difficulty in getting a seat at the proverbial table. This may well be true, but the solution most often proposed – getting leaders and executives to more *clearly perceive and appreciate the value you bring* – is one sided at best, and has fallen predictably flat. These executives are, in the end, your customers! Accusing them of lacking enlightenment and of not listening is no recipe for success; attempting to address this deficiency in the form of stories of processes and products that have helped other people in similar scenarios isn't much better.

As with any other customer base, you win your leaders over not by begging them to accept your ideology, and not by showing them the products *you* like, but by discussing real solutions to their real problems, in terms to which *they* can relate. If you can do that, you won't have to ask for a seat at the table. You'll be offered one, and it will be yours to keep.

In this one day session, you'll gain both theoretical knowledge and practical tools to bring unique and useful solutions to leaders at all levels of your organization or your clients' organizations. You'll gain a framework that underpins and adds to the expertise you already have, and that will allow you to discuss, in specific and particular terms, your clients' real problems:

- **Execution:** How to ensure that the work leadership wants is what gets done at all levels
- **Metrics:** How to measure the right outputs without getting distracted by everything else
- **Accountability:** How to validate real performance to useful objectives
- **Decisions:** How management at all levels can make better decisions for better results
- **Development:** How to create bench strength across the company, and not just at the top, so that when someone leaves, someone else can step in seamlessly
- **Meetings:** How to observe and report actionable and useful recommendations in this critically necessary (and widely hated) element of the business world

To *Own Your Seat* is to feel safe, competent and well-positioned in any seat at any table, whether you're shoulder-to-shoulder with front-line managers or the Board of Directors, so that you can practice your profession proudly and with maximum impact.