

A Seat At The Table

A Seat At The Table addresses the complex issue of the role of Human Resources in relationship to corporate executives and senior managers.

Often HR is viewed as “Personnel” and is thought of as dealing mostly with compliance issues and interventions with problem employees.

A Seat At The Table is intended to assist Human Resource Organizations and Human Resource Professionals in increasing the stature and influence of the HR function within their organization.

Offered as an “in-house” program for, *A Seat At The Table* helps HR organizations reposition their people and function as strategic business partners and coaches to senior executives and managers.



This new way of thinking about Human Resource’s role is achieved by evaluating and assessing the strategic positioning and impact HR has on the business operations and the financial performance of the enterprise. By assessing where the majority of HR time and energy is spent, HR professionals readily discover whether they are spending most of their time in “Intervention”, “Prevention”, or “Advancement”. Moving from the crisis management or “Intervention” mode to “Prevention” and “Advancement” repositions HR as a valued business partner in the organization.

Utilizing our integrated learning design combining the technologies of Appreciative Inquiry and Root Cause Analysis, the process arms participants with the tools, techniques and skills to move Human Resources from their more traditional place in the organization to one of true leadership.

The program is delivered in a 1-day session followed by individual coaching for each participant. The post workshop coaching is essential to assist participants in achieving goals the set during the workshop.

Components of the program include:

- * Earning a seat at the table
- * Speaking “Executive Language”
- * Understanding your audience
- * Adding strategic value
- * Characteristics of a high performance workplace
- * Creating a Coaching Culture
- * IPA — Intervention, Prevention & Advancement
- * GROW Assessment
- * Personal and organizational planning and goal setting
- * Follow-up coaching by Glowan Professional Coaches

This program is available as a live one-day in-house workshop, or can be delivered in a webinar format