

Leading HR in Such a Time as This

RON SMEDLEY

Regulations and interpretation of those regulations are changing overnight, and then changing again! Ron Smedley's deep expertise and faith-centeredness come through in reminding business leaders to remain focused, and what to focus on.

For Deeper Conversation

1. Ron Smedley wastes no time in connecting the intentional and strategic work of HR to the mission, vision and values of the company. How pervasive are these in the HR function of your organization?
2. In the video, Ron identifies six key result-focused areas.
 - a. Determining the Organizational Climate Towards Your Human Capital
 - b. Fulfilling Human Capital Needs
 - c. Acquiring Human Capital
 - d. On-boarding Human Capital
 - e. Developing Human Capital
 - f. Retaining Human Capital

How are these areas holding up for your long-term organizational well-being, especially in this moment of cultural turmoil and fiscal uncertainty? What do you need to do to keep these at the forefront?

3. As an HR professional, what is your personal definition for human resources? How can you apply this as part of your "HR world view" in supporting your organization?
4. How might HR play a more strategic and influential, and not just an administrative, function in your organization? How do you see this building trust with senior management?
5. Ron quotes Proverbs 11:14 and Proverbs 15:22 as he points to the need for ongoing and up to date information and developing mutual trust with advisors. What additional insight might you gain from these verses, especially when legal compliance risks seem to be growing?

6. In your own words, can you write out how you view Jesus treating employees today if he were a manager/leader in your organization?
7. What next strategic action item can you identify to strengthen the HR function of your organization?

Going Deeper Still

Strategic Human Resources Planning
by Ron Smedley

<https://bit.ly/2AiUiW6>

Strategic Servant Leadership
by Ron Smedley

<https://bit.ly/31AyL6s>

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