

# THE EXTRA POINT

BY JERRY ROBERTS



## # 1522 Reasons to Get to Know Your HR Manager Better

If you work in a company or agency, and that's most folks listening to my voice right now, there's a person in your organization that you absolutely need to know better. I'm Jerry Roberts, and I'll reveal who that is, next on The Extra Point.

Whether you're a frontline worker or manager, it will be to your benefit to establish a solid relationship with certain people in your organization. There could be a number of candidates for this and I might be able to make a series of Extra Points from the concept, but the one person who first came to mind is your HR manager.

In the next couple of minutes, I'll give you three very good reasons why getting to know the head of your human resources department could offer several benefits and opportunities.

1. She/he can provide you with support and guidance in all matters dealing with your relationship to the company or agency; and for supervisors, your relationship to the workers who report to you.

"Wait a minute," you say, "that's their job and they'll be there for me if and when I need them." That's true, but there's a difference in getting help when you need it versus learning and gaining a deeper understanding of the issues that concern you because you spend more time with a person with the knowledge — and the desire to help.

If you know you're going to live forever, take your time and learn the lessons of life and work as you go. There's no hurry. On the other hand, if time is more pressing than that, make a habit of picking the brain of people who know things you don't know, and are willing to share. In my experience, a good HR manager is definitely one of those people.

if you don't fully understand your policies, procedures, benefits, and how to make the organization's system work better for you, hanging with the HR manager once in a while

can make a difference. Over the course of time, that could be a big difference.

2. Career Advancement. HR managers can provide insights into maximizing opportunities within your company. Maybe that's getting the training that will set you up for a promotion.

A key part of an HR manager's job is to identify people on the payroll who want to move up to greater responsibility. This gets us into the area of succession. People come and go but organizations remain, and they'll always have positions that come open and must be filled.

By developing a relationship with your HR manager, they'll get to know you better and can become an advocate for your professional growth. This has the potential to connect you with opportunities.

It's also good for your HR manager friend. If they have people raising their hands to say "I want more and I'm willing to give more to get it," that makes life easier for them.

3. This tags onto number two, they likely know what most others don't. In the last 20 years, HR managers have earned what people call, "a seat at the table." They are part of the inner circle of organizational leadership.

Because of this, they may know the direction and plans for growth far in advance of other employees — and that might include your supervisor.

I might want to say to them, "I can see myself making a long-term commitment here. If you feel I can add value to the team, especially in new areas you might be exploring, I'd be open to building skills that can help you achieve your goals."

That's a very intentional statement, and a wise HR manager will bank it away, putting you on their radar screen for future opportunities.

(Con't.)

They won't share super-secret plans with you, but they'll instantly make a connection between you and your desire to advance, with future expansion and growth.

Those are three good reasons to get to know your HR manager better. I'm going to give you another one, a bonus.

I love people who are totally engaged in their work. They give off a vibe that I like to be around. HR managers are some of the most engaged, most dialed-in people I know. I almost always learn something new when I get to spend time with them.

They have insights I want, and many can tell great stories.

If you don't have an active relationship with your HR manager, today is a good day to reach out and start one.

That's the Extra Point. Be responsible and make something good happen today. For 93.3FM, the Ray Gibson Show, and First Hawaiian Bank, I'm Jerry Roberts.

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