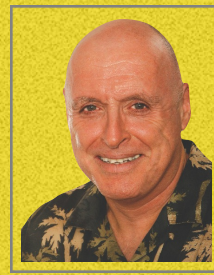


# THE EXTRA POINT

BY JERRY ROBERTS



## # 1567 Build a Relationship With the HR Manager

Let's start today with a question. How good is your relationship with your HR manager? Have you ever thought about that? Some people are buddy-buddy, some would say they're on good terms, others not so much, and still others could even tell you the HR director's name. I'm Jerry Roberts, and I believe that a relationship with your HR leader as a good relationship to have. I'll tell you why, next, on The Extra Point.

Whether you're the newest hire, or the most senior worker on the team, HR plays a significant role in your work life. Opportunity and growth flow at your employer likely flow from that office.

A good, talented, growth-oriented HR leader can make a massive difference for any organization...and certainly for individual workers.

The HR manager is often the most wired-in person in the company. They know who works there, what they do, and how all the pieces fit to make things work.

Why might that be important? For one thing, if you ever decide you'd like to advance in the organization, the HR manager will instantly know how likely that could be given the current staffing and the plans in place...plans you may know nothing about.

The HR director, because of her/his skills and knowledge of the enterprise, is usually highly influential when it comes to job changes and career moves. Their recommendations carry weight. They may not make the final decision in every case, but they can help direct it.

Not just that, but I've always found the HR manager to be a great resource for many reasons.

So, the case is made about the value of the HR manager, and why it wouldn't hurt for you to pursue a good relationship with yours. If you've already done so, good for you. If you

haven't, there's no better time to do so than right now.

The first step is to ask for a few moments to talk, maybe over coffee. These are people with a large workload, but if you ask I'm guessing you'll get that time.

They'll likely ask you questions about yourself, and you can ask them questions in return. In this meeting, I'd like to let my HR director know things about my background that are not on the resume or job application.

I'd also want to let them know of any special skills I have, plus my enthusiasm for my job. If you're not enthusiastic about the job you have now, the HR manager might not be too eager to place you in another role.

Ask good questions about their job, and why they chose HR. Most will have a good story to tell, and will appreciate that you asked.

At the close of your brief meeting, you could offer your services on any special project that comes up. HR leaders are frequently involved in committees and groups, and have a number of small projects throughout the year. They always need help. Your volunteering puts a big star next to your name.

When you do get the chance to help out, give it your best effort. HR people notice that, you'll add another star and your reputation builds.

If you're tempted to think that this is basic stuff and everybody does it, you'd be very wrong. Almost nobody does it. I've talked to HR directors for years and been told that it's the same people who step up to help, over and over. Trust me, anyone who makes it known that they're willing to help, is very welcome. Also know this, your HR manager won't forget.

(Con't.)

If you approach this relationship correctly, which means with a great attitude, positive outlook, enthusiasm, professionalism — and a simple willingness to participate and be useful,,you're sending all the right signals that you are someone to watch...someone to make plans for.

Your HR director is definitely a person you need to know better.

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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