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OPTIMIZE YOUR BUSINESS
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Unleashing HR Brilliance: Achieving Gold-Medal Performance in the Workplace

Strategies for HR Excellence

Presented By
Danielle Gilbert

- Dynamic entrepreneur, author, and speaker
- CEO of Manifest In You Consulting
- Renowned HR expert and empowerment speaker
- Advocate for mental health awareness
- Author of 9 Amazon bestsellers, including "The Unspoken Words: Pain, Patience, and Progress" and "HR Is Not That Bad: 7 Ways to Create An HR Department on a Budget"
- Recognized by various organizations, including Iota Phi Lambda Sorority, Inc. and the Catholic Healthcare Association of the United States
- Volunteer for Alpha Kappa Alpha Sorority, Incorporated and Dress for Success
- Dedicated to community upliftment and empowerment, creating a platform for individuals to share their stories of overcoming adversity
- Born and raised in Richmond, Virginia





Objectives

1. Define the concept of HR brilliance and its significance in organizational success.
2. Outline strategies for aligning HR practices with broader organizational goals.
3. Emphasize the role of HR in fostering a positive workplace culture conducive to employee engagement and productivity.
4. Provide practical insights and best practices for recruiting and retaining top talent.
5. Explore effective performance management techniques and methods for continuous employee development.
6. Address common HR challenges and provide strategies for overcoming them.
7. Empower attendees with actionable steps to implement HR brilliance in their respective workplaces.



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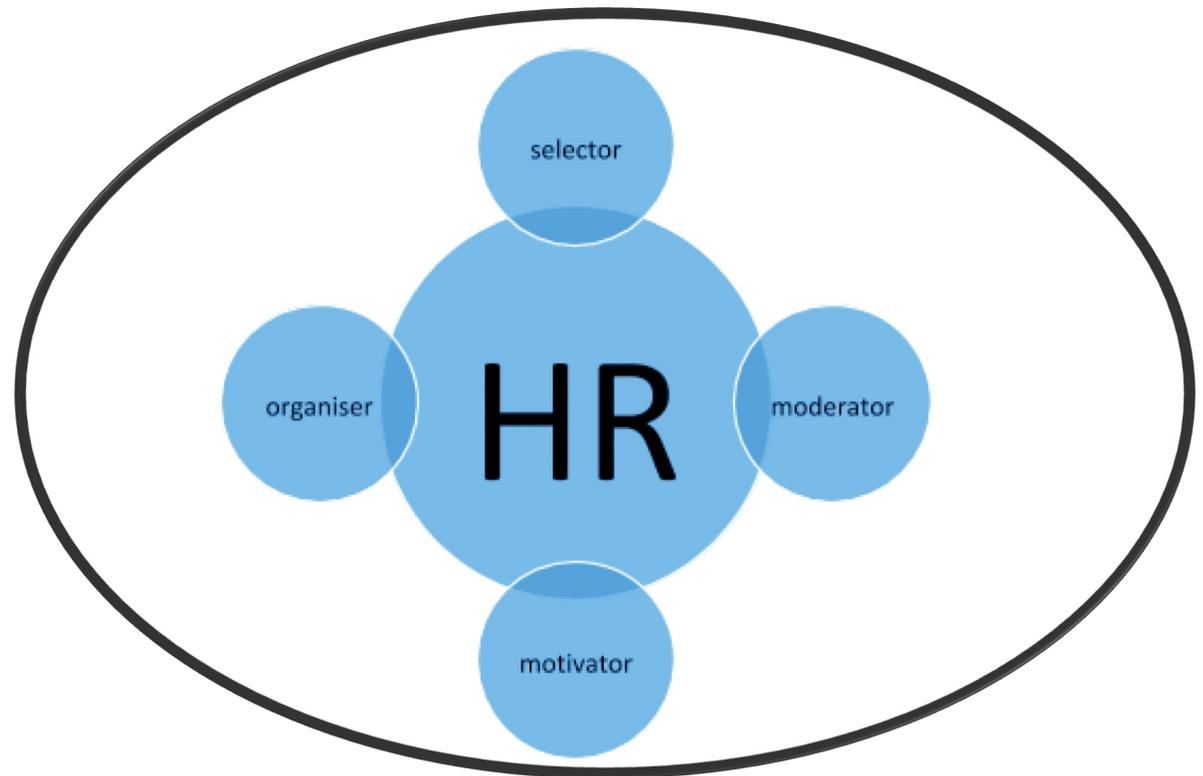
In one word, describe the most important aspect of HR excellence

inspiration focus leader
creative



The Role of HR in Driving Organizational Success

- Shaping company culture
- HR as a strategic partner in achieving business objectives
- Link between HR practices and employee engagement/productivity





Understanding the Gold-Medal Standard

What are your standards?

Understanding the Gold-Medal Standard



- Defining "Gold-Medal Performance"
- Characteristics of Gold-Medal Organizations
- Examples of Gold-Medal Excellence

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Share one challenge your organization faces in achieving

All responses to your question will be shown here

Each response can be up to 200 characters long





Building a Gold-Medal Team

Creating Your Team



How To Build Your Gold Team Medal

Hiring Strategies

Continuous Learning and Growth

Fostering Diversity and Inclusion



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Mentimeter

Which of the following is not a characteristic of gold-medal organizations



- Strong culture of accountability
- Limited focus on employee development
- Commitment to diversity and inclusion
- Agile in adapting to change

Content

Question

Which of the following is not a characteristic

Options

- Strong culture of accountability
- Limited focus on employee development
- Commitment to diversity and inclusion
- Agile in adapting to change

+ Add option

Seconds to answer 15

More points for fast correct answers

Select another question

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Training and Development Initiatives

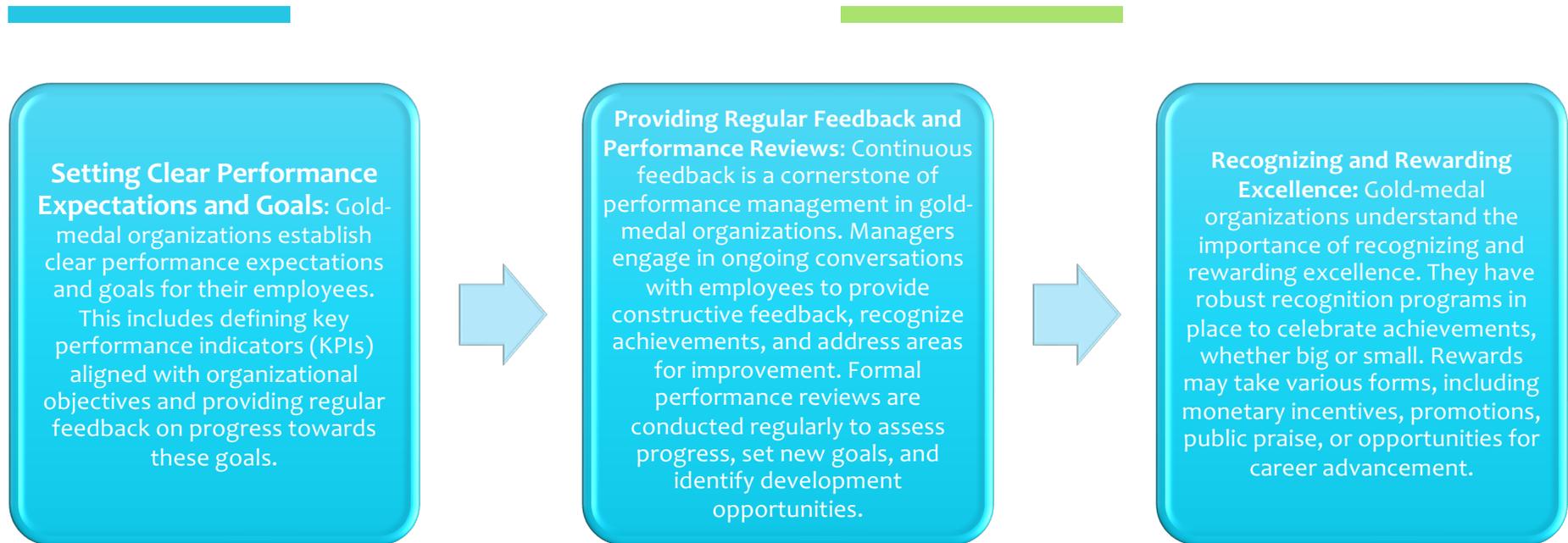
Building for Success

Training and Development



- **Investing in Employee Training Programs:** Gold-medal organizations understand that investing in employee development is crucial for maintaining a competitive edge. They offer comprehensive training programs tailored to the needs of different roles and career paths within the organization. These programs cover technical skills, soft skills, leadership development, and industry-specific knowledge.
- **Implementing Mentorship and Coaching Programs:** Mentorship and coaching programs are integral parts of the learning culture in gold-medal organizations. They pair employees with experienced mentors or coaches who provide guidance, support, and feedback to help them grow professionally. These programs facilitate knowledge transfer, skill development, and career advancement for employees at all levels.
- **Encouraging Skill Development and Upskilling:** In today's fast-paced business environment, skills can quickly become outdated. Gold-medal organizations proactively encourage employees to continuously develop and upskill to stay relevant. They provide resources, such as online courses, workshops, and seminars, to support employees in acquiring new skills and adapting to evolving job requirements.

Performance Management Best Practices



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What extent does your organization prioritize diversity and inclusion



Strongly disagree

Not a priority at all

Minor priority

Moderate priority

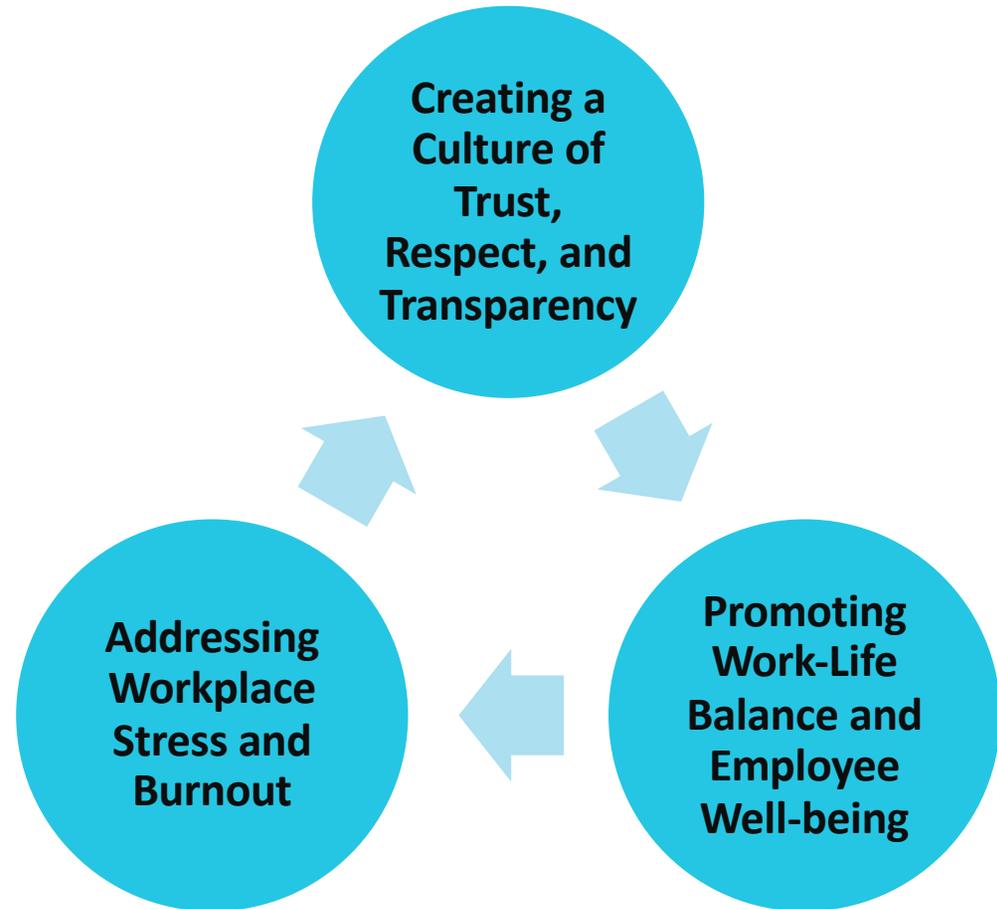
Significant priority

Top priority

Strongly agree



Cultivating a Positive Work Environment



Measuring HR Impact

11
KEY
HR METRICS



AIHR
BLOG & ACADEMY



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Rank the following HR initiatives in order of importance



- 1st Employee training programs
- 2nd Diversity and inclusion initiatives
- 3rd Performance management practices
- 4th Employee wellness programs

Content [X]

Your question ?

Rank the following HR initiatives in order of importance

Add longer description

Options ?

- Employee training programs [X]
- Diversity and inclusion initiatives [X]
- Performance management practices [X]
- Employee wellness programs [X]

+ Add

Select another question

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Case Studies: Gold-Medal HR Practices

What are your gold medal practices?



Overcoming Challenges and Roadblocks

Are you ready for the challenge?



Overcoming the Challenges

Common Obstacles in Achieving HR Brilliance:



Strategies for Overcoming Resistance to Change:.



Learning from Setbacks and Failures:

The Future of HR: Trends and Innovations

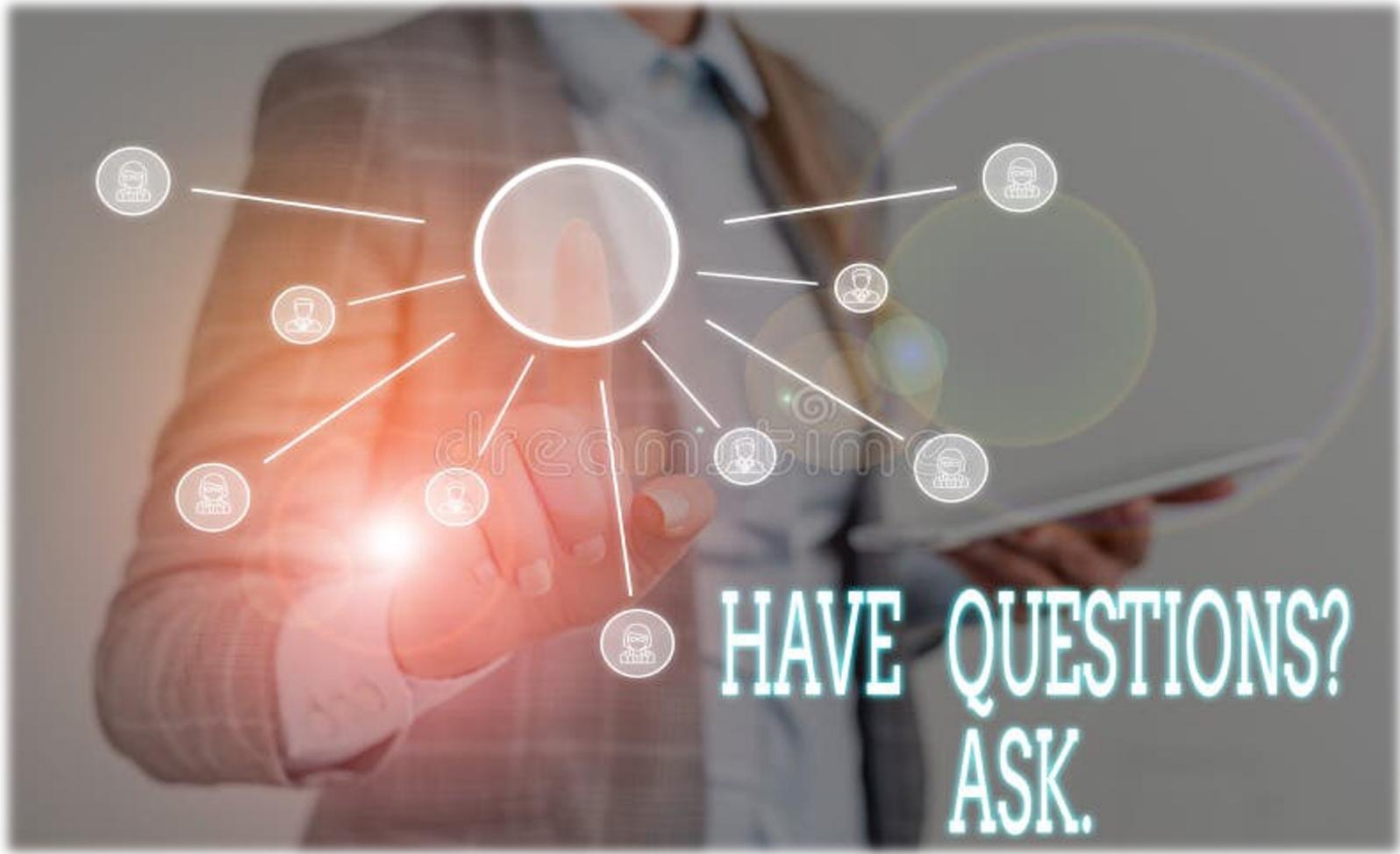


What's Next?

•**Recap of Key Takeaways:** Today, we explored the principles and practices that contribute to HR brilliance and gold-medal performance in the workplace. From hiring top talent to fostering a positive work environment and embracing innovation, gold-medal organizations prioritize their people and invest in their success.

•**Call to Action:** As HR professionals, leaders, and stakeholders, we have the opportunity and responsibility to unleash HR brilliance in our organizations. By implementing the strategies and best practices discussed today, we can create workplaces where employees thrive, organizations succeed, and excellence becomes the norm.





**HAVE QUESTIONS?
ASK.**



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**Do you have what it takes to
earn the gold medal?**

Yes or No?



Thank You!

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