

A CAREER IN HR: WHERE PEOPLE AND BUSINESS CONNECT

Presentation by:

Caroline Shakerley, HR Director



OVERVIEW OF HR AS A PROFESSION



Strategic Business Discipline

HR connects people, performance, and culture to drive organizational growth and success strategically.

Leadership and Employee Engagement

HR shapes leadership and fosters employee engagement to adapt and thrive in changing environments.

Fair and Inclusive Workplaces

HR ensures workplaces are fair, inclusive, sustainable, and supportive of transformation and leadership.

Dynamic Career Path

HR offers graduates a dynamic career impacting lives and driving organizational success.

COMMON MISCONCEPTIONS ABOUT HR

DEBUNKING HR MYTHS



Common HR Stereotypes

HR is very often misunderstood as handling :

- Hiring and firing
- Policies and procedures
- Tea and sympathy
- Operational support
- Career for those good at talking to people

WHAT HR ACTUALLY IS

DEFINING HR'S STRATEGIC ROLE



HR Aligns Workforce Strategies

HR drives organizational growth by aligning workforce strategies with overall business objectives.

Insight-Led Decision Making

HR uses data and analytics to make informed decisions and anticipate future organizational needs.

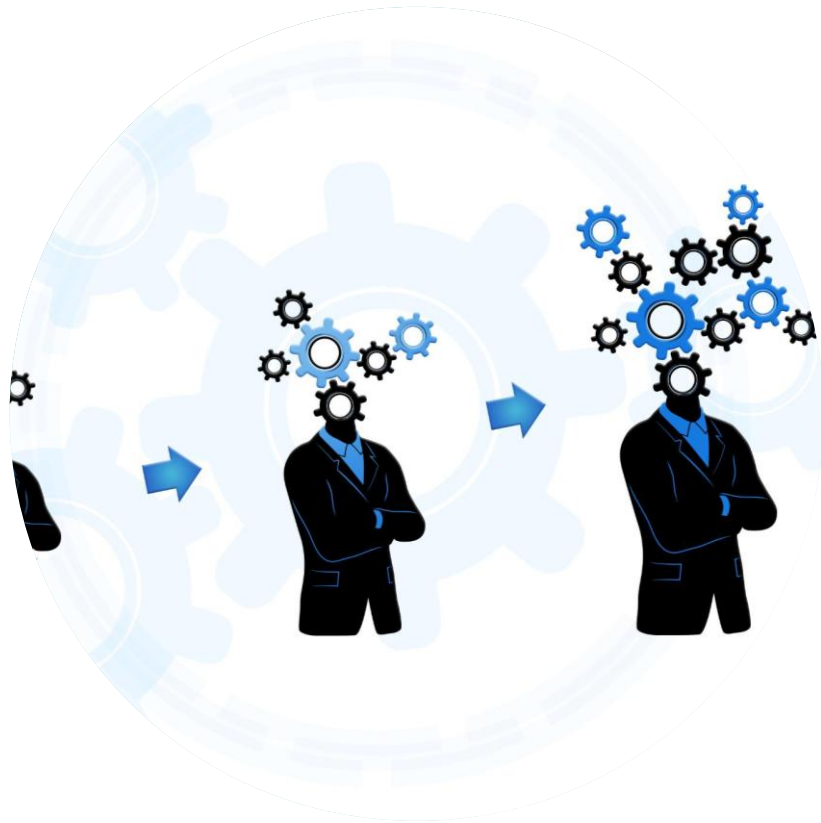
Empathy and Commercial Awareness

HR balances empathy with accountability and commercial awareness to support leaders and teams.

Culture and change champion

HR offers a people-centered, business-critical role to influence culture and drive change.

WHAT HR WORK LOOKS LIKE DAY-TO-DAY



Organizational Change Support

HR supports leaders in managing organizational change through strategic and practical actions.

Talent and Recruitment Management

Managing recruitment and talent pipelines ensures the organization attracts and retains the right people.

Workforce Data Analysis

Analyzing workforce data helps identify trends, risks, and opportunities for improvement.

Performance Management

Supporting performance management , providing systems and tools to create efficient working

Learning and Development

Designing, creating delivering learning opportunities and growth for individuals and so the organization

Culture and Engagement Initiatives

Leading culture and engagement initiatives fosters a positive and productive workplace environment.

THE PROFESSION AND CIPD

PROFESSIONAL STANDARDS AND DEVELOPMENT



HR Professionalism

HR requires independence, ethical judgment, and professional decision-making for organizational success.



CIPD Frameworks

CIPD provides frameworks and qualifications to enhance HR credibility and confidence.



Continuous Learning

Employers support CIPD qualifications enabling ongoing learning and career development in HR.

**STARTING OUT AND
SUCCEEDING IN HR**

ENTRY-LEVEL ROLES AND SUCCESS FACTORS



Common Entry-Level Roles

Graduates start as HR Assistants, Administrators, or Executives, gaining foundational experience in HR functions.

Key Early Career Skills

Success in HR requires openness to learning, active listening, curiosity, and clear, calm communication.

Empathy and Boundaries

HR professionals must have good EI and be able to balance empathy with appropriate boundaries to handle sensitive and sometimes difficult workplace issues effectively.

Career Growth Factors

Consistency, adaptability, resilience and engagement with organizational challenges, enable advancement into specialist HR roles.

NEXT STEPS



EXPLORING HR OPPORTUNITIES



Career Growth in HR

HR careers offer depth and variety, with early responsibility in smaller jurisdictions accelerating professional growth.

Entry-Level Exploration

Graduates should seek entry-level HR roles, highlight transferable skills, and pursue professional qualifications like CIPD.

Networking and Learning

Attending sector events and networking with HR professionals provide valuable insights and connections for career advancement.

Key HR Qualities

Curiosity, integrity, resilience and adaptability are essential qualities that lead to meaningful impact and long-term success in HR.