

HR Processes for Leaders



Women In TPRM Leadership Ladders

As a leader, understanding and valuing the importance of HR (Human Resources) processes is crucial for several reasons. HR processes play a significant role in managing the organization's most valuable asset: its people. Here are some key HR processes to consider as a leader:

PERFORMANCE EVALUATIONS AND DEVELOPMENT PLANS

These tools help leaders assess and improve the performance of their team members, align individual objectives with organizational goals, and recognize high achievers.

- [Constructive Feedback for Managers: Giving Feedback Effectively by Primeast US](#)

"A 2009 Gallup survey of more than 1,000 US-based employees sought to qualify the impact of feedback on employees. The conclusion drawn by the study is that the tools, techniques, and strategies that a manager uses when giving feedback have a huge impact on employee engagement."

- [How to Give Employee Feedback with Examples: 3 Key Steps by Emotional Heath Essentials](#)

"Examples of giving effective feedback supported by neuroscience research."

COACHING AND ENGAGEMENT

Engaged employees are more likely to be committed to their work, which leads to higher productivity and lower turnover rates.

- [Coaching with a Growth Mindset by Simon Sinek](#)

"How do we strengthen our teams and coach them effectively? By approaching feedback and performance with a growth mindset."

- [How to Coach \(by asking questions\) by Winning by Design](#)

“Being a great coach comes down to the questions that you ask. Managers tell people what to do. Coaches guide with questions.”

MOTIVATION

Employees are motivated by different things. It is important to listen to each employee to identify what they are motivated by.

- [Stop Trying to Motivate Your Employees by Kerry Goyette](#)

“It’s a misconception that you can motivate your employees. They’re already motivated. The key is to unleash their motivation.”

1:1 MEETINGS W/ DIRECT REPORTS

This is one of the most powerful tools to ensure your employees are aligned with team priorities, as well as let your employees know they are valued.

- [How To Conduct a 1:1 Meeting With Your Direct Reports by Dan Martell](#)

“In this video, I’m going to share how to conduct your 1-on-1 meetings with your direct reports, including the agenda and the questions you should ask.”

HANDLING CONFLICT

Leaders can leverage these conflict resolution tactics to address interpersonal issues or grievances in a fair and impartial manner.

- [5 Steps to Manage Conflict Between Team Members by Enhance.Training](#)

“5 steps to manage conflict between team members gives you practical steps that you can implement to reduce and remove conflict between individuals and teams.”

ETHICS & COMPLIANCE

HR processes ensure that the organization complies with labor laws, regulations, and ethical standards. Leaders can rely on HR to navigate complex legal issues and mitigate potential risks. Ensure you know your organization's ethics and compliance policies, as well as ethics hotline. In addition, new leaders are usually required to take HR training on their organization’s ethics and compliance process. It is also important that you are an ethical leader.

- [Apple CEO Tim Cook on Ethical Leadership by Duke University](#)

“Apple CEO Tim Cook explains where his ethical compass comes from and what it means to be an ethical leader.”

SETTING GOALS

Setting goals as a leader can set the strategy for your entire team and ensure they are driving in the right direction in terms of meeting objectives and key results.

- [Why the secret to success is setting the right goals by TED Talks](#)

“Our leaders and institutions are failing us, but it's not always because they're bad or unethical, says venture capitalist John Doerr -- often, it's simply because they're leading us toward the wrong objectives. In this practical talk, Doerr shows us how we can get back on track with ‘Objectives and Key Results’.”

TRAINING & DEVELOPMENT

HR processes facilitate employee development and training programs. Investing in the growth and upskilling of employees can lead to improved performance, increased job satisfaction, and higher retention rates.

- [The Seven Steps for Highly Effective Employee Training & Coaching by Stephen Goldberg](#)

“Follow these seven steps for training and coaching employees and dramatically improve the effectiveness of your training and coaching, and ultimately the performance of employees.”

TALENT ACQUISITION AND RECRUITMENT

HR processes are essential for identifying, attracting, and hiring the right talent. A skilled and diverse workforce is critical to achieving organizational goals, and HR helps ensure that the right people with the right skills are brought on board.

- [5 Key Differences Between Recruitment and Talent Acquisition by AIHR](#)

“What is the difference between recruitment and talent acquisition, and which one should you focus on?”

EMPLOYEE WELL-BEING AND WORK-LIFE BALANCE

HR processes encompass employee benefits, wellness programs, and work-life balance initiatives. Leaders who prioritize employee well-being are more likely to have a motivated and healthier workforce.

- [The RIGHT Way to Do Work-Life Balance by Simon Sinek](#)

“We need to start trusting people to set their own boundaries when it comes to work and personal life. The two shouldn't be in opposition, but rather work in tandem FOR the individual, not against.”

- [Work-life Balance – Jeff Bezos by Summit](#)

“In this Sessions short, Jeff Bezos details why there is no such thing as work-life balance.”

- [The Importance of Employee Wellbeing](#)

“57% of all sickness absence was due to stress at work, so improving employee wellbeing is an important goal for organizations. But, beyond avoiding negative implications, improved wellbeing produces its own benefits for business. Productivity and retention can be greatly increased with improved employee wellbeing. Cary Cooper, author of Wellbeing at Work, shares insights and statistics demonstrating why wellbeing should be top of the agenda in your organization.”

SUCCESSION PLANNING

This activity not only ensures you are continuously growing talent into the path of leadership, but also ensures talent does not leave.

- [Why Succession Planning is Essential by Nakisa, Inc](#)

“Succession Planning is fundamental to long-term organizational stability. Leaders must provide assurances to internal and external stakeholders that there is an organized plan for continuity in the quality and flow of the organization's programs and operations.”

In summary, as a leader, understanding and prioritizing HR processes are essential for building a high-performing, engaged, and productive workforce. Effective HR practices can lead to increased employee satisfaction, reduced turnover, and improved organizational performance, contributing to the overall success of the business.