



# Strategic HR Peer Group

Take your HR development to the next level

At FlashPoint, we understand the wide array of business challenges that HR professionals face. We also recognize that one of the best ways to overcome these challenges is to discuss them with HR colleagues, explore innovative solutions together, and offer one another support during implementation. That's why we sponsor a yearlong strategic HR peer group—and why we encourage you to join.

*“Peer group gave me greater insight into how to be a better strategic business partner for my company. The networking in a small group setting and sharing of ideas was very valuable. It also gave me courage that I am not alone in my HR journey.”*



## As a participant in peer group you will:

- » Develop important strategic competencies that can improve your personal performance and the success of your business
- » Better understand your organization's business needs and how you can shape your HR programs to address those needs
- » Demonstrate to your organization's leaders that you have the skills you need to influence strategic outcomes
- » Advance your critical-thinking abilities to help you assess your HR programs, understand strengths and weaknesses, and consider alternatives
- » Build a network of HR colleagues who will provide insight and help you work through your challenges—both during the peer group experience and beyond

## As part of the peer group experience you will receive:

- » A two-hour working session each month with a group of your HR peers; an experienced FlashPoint facilitator will lead the sessions, which will focus on core competencies that HR professionals should master
- » A resource kit with topics, worksheets, articles, HR tips and tools, and more
- » The opportunity to participate in renewal sessions after you graduate from the program
- » Up to 15 strategic recertification credit hours toward PHR, SPHR, and GPHR recertification (see details on reverse)



FLASHPOINT™  
HUMAN RESOURCE CONSULTING

## Want to join?

You'll be among an outstanding group of peers.

Past participants have come from organizations such as:

Angie's List  
Bioanalytic Systems  
Gilchrist and Soames  
Hancock Regional Hospital  
Hill-Rom

Indianapolis Museum of Art  
Indianapolis Power and Light  
Indianapolis Symphony Orchestra  
Mike's Carwash  
Purdue Employees Federal Credit Union

RATIO Architects  
RCI  
Roche Diagnostics  
Sallie Mae  
Weaver Popcorn

*“Peer group helped me see HR from a more strategic viewpoint and not just a paper-pushing position. In addition, it provided a great forum to discuss current HR issues and gain outside viewpoints on how to go about getting to resolutions.”*

*“FlashPoint's peer group gave me the knowledge to handle tough HR situations, insight to strategize with my senior team, and confidence in myself as an HR professional. It gave me the self-confidence to take my SPHR, which I passed!”*

**Registration for peer group is limited and application is required.**

To apply: Visit [www.FlashPointHR.com/peer\\_group.html](http://www.FlashPointHR.com/peer_group.html)

Cost: \$750 for FlashPoint clients; \$975 for non-clients

For more information, call or email:

**317.229.3035    [info@FlashPointHR.com](mailto:info@FlashPointHR.com)**

Registration deadline: Friday, November 18, 2011

Kickoff session: Thursday, December 8, 2011, from 8:30 to 10:30 a.m.

Regular meetings typically occur the second Thursday of the month from 8:30 to 10:30 a.m. (meetings are held at FlashPoint).

This program has been approved for 15 strategic recertification credit hours toward PHR, SPHR, and GPHR recertification through the HR Certification Institute. For more information about certification or recertification, please visit the HR Certification Institute website at [www.hrci.org](http://www.hrci.org).

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

