



Strategic HR Peer Group

Taking your development to the next level

As a human resource professional, you face a wide array of business challenges—and no one understands them more than your fellow HR colleagues. To help you tackle your role strategically, FlashPoint invites you to join our yearlong HR peer group, where you'll meet monthly with other HR professionals to explore how you can make a more significant contribution to your organization. The meetings take place in a confidential environment, allowing participants to freely discuss how to connect HR and business strategies to help their organizations develop a competitive advantage.

The HR competencies covered include:

Credible Activist	The Credible Activist is respected, admired, and listened to, offers a point of view, takes a position, and challenges assumptions.
Operational Executor	The Operational Executor administers the day-to-day work of managing people inside an organization.
Business Ally	The Business Ally contributes to the success of the business.
Talent Manager/ Organizational Designer	The Talent Manager/Organizational Designer masters theory, research, and practice in both talent management and organizational design.
Cultural Steward	The Cultural Steward recognizes, articulates, and helps shape a company's culture.
Strategy Architect	The Strategy Architect knows how to make the right change happen.

What former participants say:

"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."

"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!"

Excerpted and adapted from *HR Competencies: Mastery at the Intersection of People and Business* by Dave Ulrich, Wayne Brockbank, Dani Johnson, Kurt Sandholtz, and Jon Younger (Alexandria, VA: Society for Human Resource Management, 2008)

Joining FlashPoint's peer group will help you:

- » Focus on your unique issues. Participants are encouraged to bring current business challenges to each session and work with peers to solve them.
- » Develop competencies that can improve your personal performance and the success of your business.
- » Educate yourself in strategic, up-to-date HR thinking to attract and retain the most qualified talent.
- » Better understand what HR professionals must do to add greater value to their businesses.

You will receive:

- » Monthly two-hour working sessions with the facilitator and HR peers
- » A resource kit with topics, worksheets, articles, issues presented and resolved, and HR tips and tools
- » Access to other group members to help you with day-to-day issues

The group size is limited. To register or for more information, call **317.229.3035** or e-mail **info@FlashPointHR.com**.