



## What is a Senior Human Resources Professional?

A senior HR professional is a person who, through their personal attributes and achievements, has reached the upper echelons of the profession. Although most senior HR professionals will be found in the corporate world, Senior Professionals are also found in other settings such as research, consulting, and academia.

What does it take to reach the upper echelons of the HR profession?

Senior HR professionals have a deep and insightful understanding not only of Human Resources but of business and organizations. No matter how talented the HR professional, this kind of attainment takes time and experience to reach this level of insight and understanding of HR.

Senior HR Professionals are widely sought out by others, both within and outside their organizations, for their advice and opinion. They are insightful and astute.

Senior HR Professionals have become true business partners. Indeed, no important decision is taken without the participation of this person. Senior HR Professionals are always key players in the strategic decision making process of their organization. And yet, Senior HR Professionals will, as appropriate, challenge the beliefs, assumptions, and practices of their organization.

Above all, Senior HR professionals are able to align the HR Function to the business strategy in such a way that the HR strategy becomes an essential element of the overall business strategy. In fact, Senior HR Professionals will have an influence that goes well beyond the HR Function; they have an impact on all executives, managers, and employees in their organization.

Senior HR Professionals are forward looking; they ensure that contingency plans exist for problems and situations that might occur; and redesign the HR function and/or organization to better meet long-term objectives. Senior HR professionals always seem to be 'ahead of the curve.' Senior HR professionals are amazingly well-informed not only about matters narrowly focused on Human Resources but on a broad range of issues.

They are widely recognized as leaders. They are consistently able to mobilize others in the pursuit of organizational objectives. They are unflinching in demonstrating leadership. Senior HR Professionals are the kind of person that others want to work for. Their leadership extends throughout their organization and beyond.

Senior HR professionals nurture talent through coaching and mentoring. Senior HR professionals practice what they preach.