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Reporting to the CEO: A seat at the table

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Our Objectives today:

1. To provide insights into the requirements of the job
2. To offer suggestions to help bridge the gap
3. To enable you to see yourself reporting to the CEO

Questions

1. To whom do you currently report?
2. What is the upside/downside of current reporting?

Downsides

- Not at the right meetings
- Not getting budgets approved
- Not a “kindred spirit”

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CEO Topics

Pull up a seat at the table - with the CEO

- What would you talk about if you had CEO access?

CEO Topics

1. Overall HR strategy to support organizational goals
2. Strategy to get from “here/today” to “there/tomorrow”
3. Culture
4. Trends
5. Best practices

CEO Topics

1. Overall HR strategy

- Executive summary on top
- Include at least a glimpse of year two and three
- Potential restructuring to meet strategic goals
- Use of metrics

CEO Topics

2. Immediate / short-term strategies

- Must fit larger strategies
- Usually triggered by unexpected events

CEO Topics

3. Culture and engagement

- Culture creates innovation - or kills it
- Culture is now transparent (FB, Twitter, Glassdoor)
- Winners of BPTW have strong cultures
- Cultures and engagement can be designed and measured

CEO Topics

4. Trends

- CEO expects trends and education from HR
- You need to know “what is coming”

CEO Topics

5. Best practices

- Can be implemented with little budget
- Are different for Millennials than Boomers
- Indy HR Professionals, SHRM.org, Indy SHRM meetings, HR peer groups



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Questions?

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Thank you!

