# How HR Professionals Thrive in a Rapidly Changing Workplace

## Participant Workbook

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Use this workbook to capture ideas, reflect on your role, and identify practical actions you can take after the webinar.

**Name**

**Organization**

**Role**

# Our Goals

## Recognize

Identify the forces reshaping today's workplace and the HR profession.

## Reflect

Consider how changing expectations are affecting your role, responsibilities, and professional value.

## Reposition

Identify practical strategies to strengthen your relevance, adaptability, and impact going forward.

**What do you most want to gain from this session?**

# A: Current Realities

Continuous change is the new normal.

**Which workplace force is having the greatest impact on your organization right now?**

**What change is creating the greatest challenge for you personally as an HR professional?**

**Where do you see the greatest opportunity for HR to add strategic value?**

# HR in the Middle of Change

HR is increasingly expected to move from responding to interpreting to co-leading.

**Where are you spending most of your time today?**

| Responding | Interpreting | Co-Leading |
|---|---|---|
| | | |
| | | |

**What would help you spend more time co-leading?**

# B: Workplace Changes Impacting You

Consider the five areas highlighted in the webinar.

## Artificial Intelligence

How is this affecting my organization or my HR role?

## Cultural and Workplace Diversity

How is this affecting my organization or my HR role?

## Shifting Expectations

How is this affecting my organization or my HR role?

## Workplace Talent Gap

How is this affecting my organization or my HR role?

## Productivity

How is this affecting my organization or my HR role?

# The Weight of Expectations

Today's HR professional is expected to know the business, know the people, know the technology, and know what's next.

## Know the Business

**Where am I strongest? Where do I need to grow?**

## Know the People

**Where am I strongest? Where do I need to grow?**

## Know the Technology

**Where am I strongest? Where do I need to grow?**

## Know What's Next

**Where am I strongest? Where do I need to grow?**

**If you are a solo HR professional, what support or resources would make the biggest difference?**

# C: Tools and Strategies to Keep You Centered

Your HR toolkit should strengthen your impact, adaptability, and long-term professional relevance.

## Know Your Strengths

**What are three strengths that define your professional contribution?**

## Become a Continuous Learner

**What do you need to learn next?**

## Build AI Literacy

**What is one AI skill or tool you will explore?**

## Build Your Professional Network

**Who should you reconnect with or get to know?**

## Expand Your Lens

**What resource, industry, or global perspective should you explore?**

# Reframing Your HR Impact

Think about how you want your contribution to be understood by employees, leaders, and colleagues.

**What do I want to be known for as an HR professional?**

**What value do I bring that extends beyond transactions and administration?**

**What is one way I can become a stronger strategic partner?**

**What do I need to stop doing, start doing, or do differently?**

## My 30-Day Challenge

Choose one meaningful professional development action you will complete in the next 30 days.

**My one action is:**

**Why this matters:**

**My first step:**

**I will begin by:**

**Who can support or hold me accountable?**

**Write it down. Make it real.**

# Key Takeaways and Next Steps

**The most important idea I am taking from this webinar is:**

**One assumption I am reconsidering is:**

**One conversation I need to have is:**

**One action I will take this week is:**

## Final Thought

"You have the inner strength to embrace the opportunities and manage the challenges you face as an HR Professional. You will make tomorrow a better place because of what you do today!"

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