



HR GUMBO

a vibrant conference centered around how HR, AAP, Inclusion, and Pay Equity intersect to create a beautifully balanced work culture.



Driving Success

The Three “A’s” of Solo
HR



Agenda

HR & AAA Roadside – What Do They Have in Common?

HR Statistics

What Are the Three “A’s” ?

Let’s Connect

Speaker



**Heather
Martin**

About Me



HR is Your Company's AAA Roadside Assistance

What Similarities Do HR & AAA Share?



- 24/7 Support
- Towing Services
- Fuel Delivery
- Lockout Services
- Battery Jumpstarts
- Flat Tire Assistance
- Trip Planning
- Discounts & Perks

HR Statistics

- 2021 study by Workvivo found that 98% of HR Leaders reported feeling burned out at work
 - 79% said that they had considered leaving the profession due to overwhelming demands
- A survey by SHRM in 2022 found that 53% of HR professionals experienced an increased workload since the pandemic
- A 2023 study by XpertHR found that only 37% of leaders believe that their work is appreciated or understood by the broader organization
 - 70% of HR Leaders feel there is a gap between how the C-suite values HR and the actual impact HR has on organizational success



EE

A recent study conducted by Trade School, College and Universities, an online career training resource, surveyed around 2,000 adults about how their current roles in the workplace compare when stacked up against childhood goals.

The study found that nearly 80% of adults *don't* end up following through on the career path of their six-year-old imaginations.

What are the Three “A’s” of Solo HR?

Assessment

Action

Attitude



Assessment – Fueling Your Journey

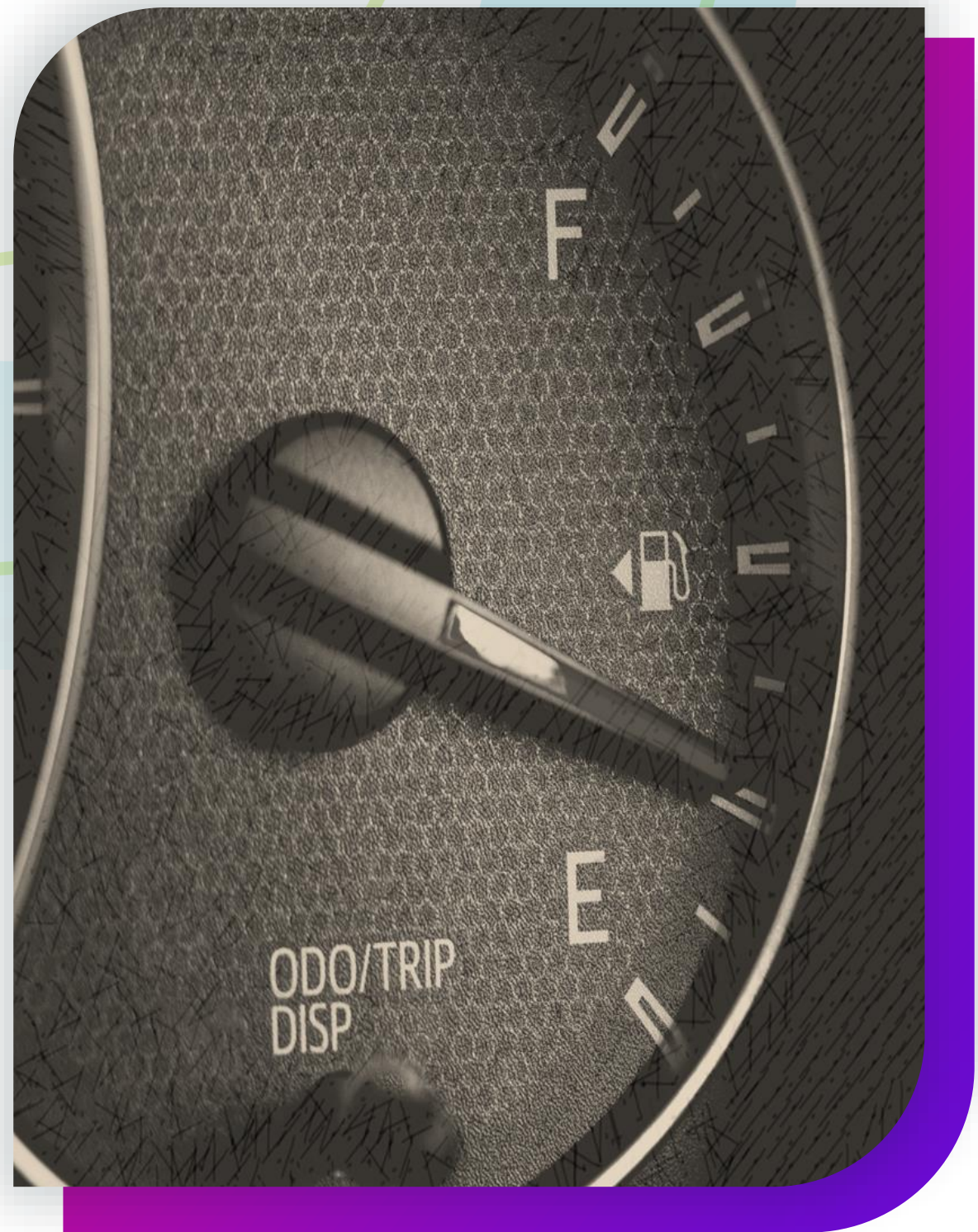
What are you spending most of your time on?

What parts of your job do you love?

What parts of your job can you effectively & efficiently outsource?

Who are the key decision makers?

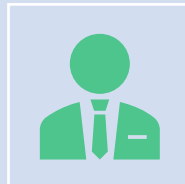
What is your budget?



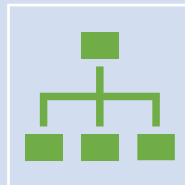
Action – Steering Towards Solutions



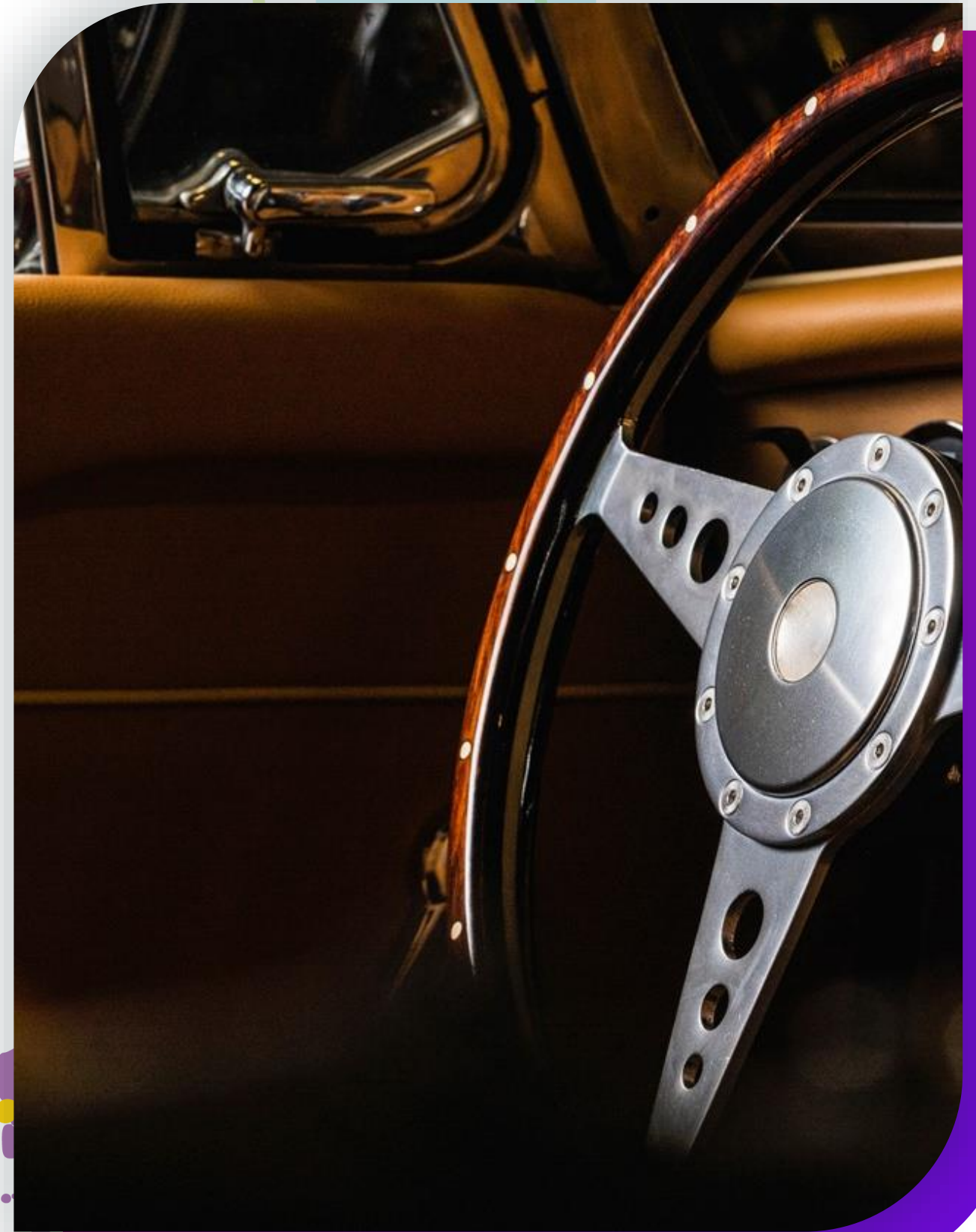
When can I implement these plans?



Why is this something that HR should do/what is the benefit?



Where will this put the department & the organization?



Attitude – Driving With Purpose



Two large, stylized purple quotation marks are positioned on the left side of the slide, framing the text in the blue box.

But what if there really were two paths, I want to be on the path that leads to AWESOME!

A large, stylized purple double quote symbol (") is positioned on the left side of the slide, partially overlapping the colorful paint splatters.

What will be your space
jam?
What would you create if
you could make the world
awesome?

A large, stylized purple quotation mark graphic consisting of two facing chevrons.

It's everybody's duty to
give the world a reason
to dance!



Questions





Heather Martin

Heather.Martin@icevonline.com



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