



知享会

HR Excellence
Center

Visiting us at  www.hrecchina.org



Influencing the Corporate HR



Outline

- **Influencing Defined**
- **What it takes to influence**
- **Critical HR Skills to Influence**
- **Opportunities to influence**
- **Who, Where & What?**
- **Leverages to Influence**

Critical HR Skills to Effectively



Consulting



Business Acumen



Strategic Analysis



Solutions Design

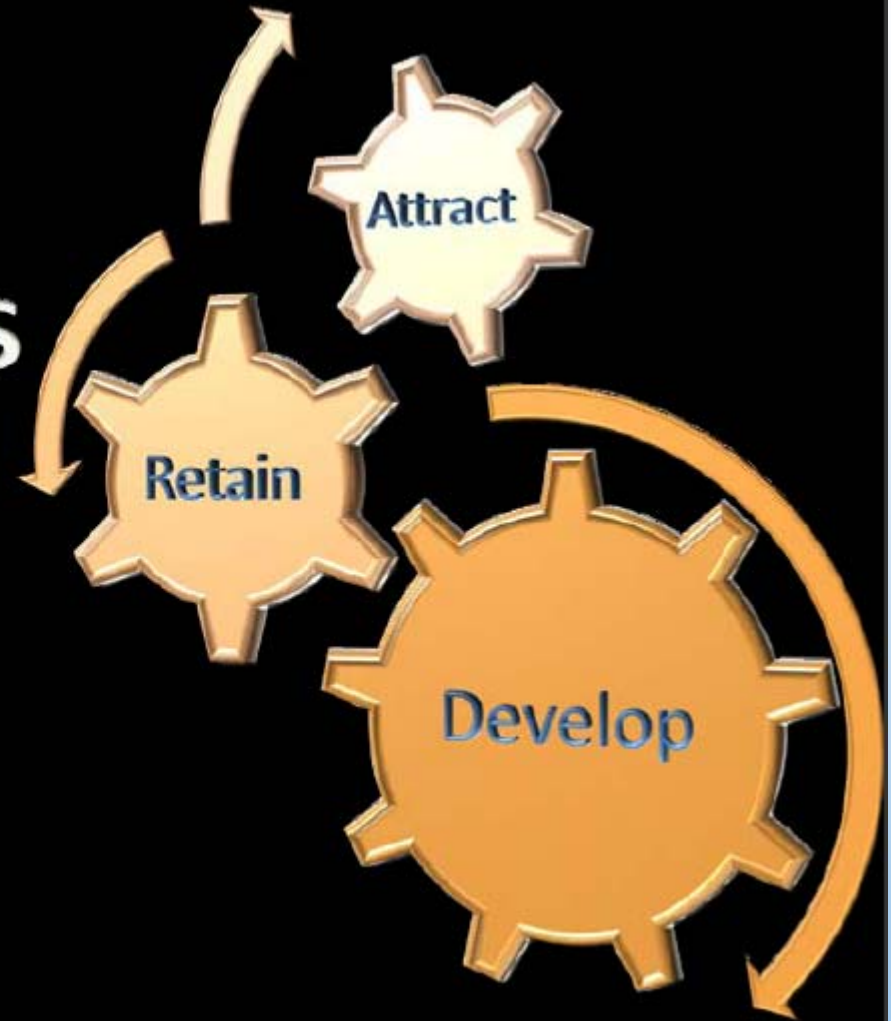


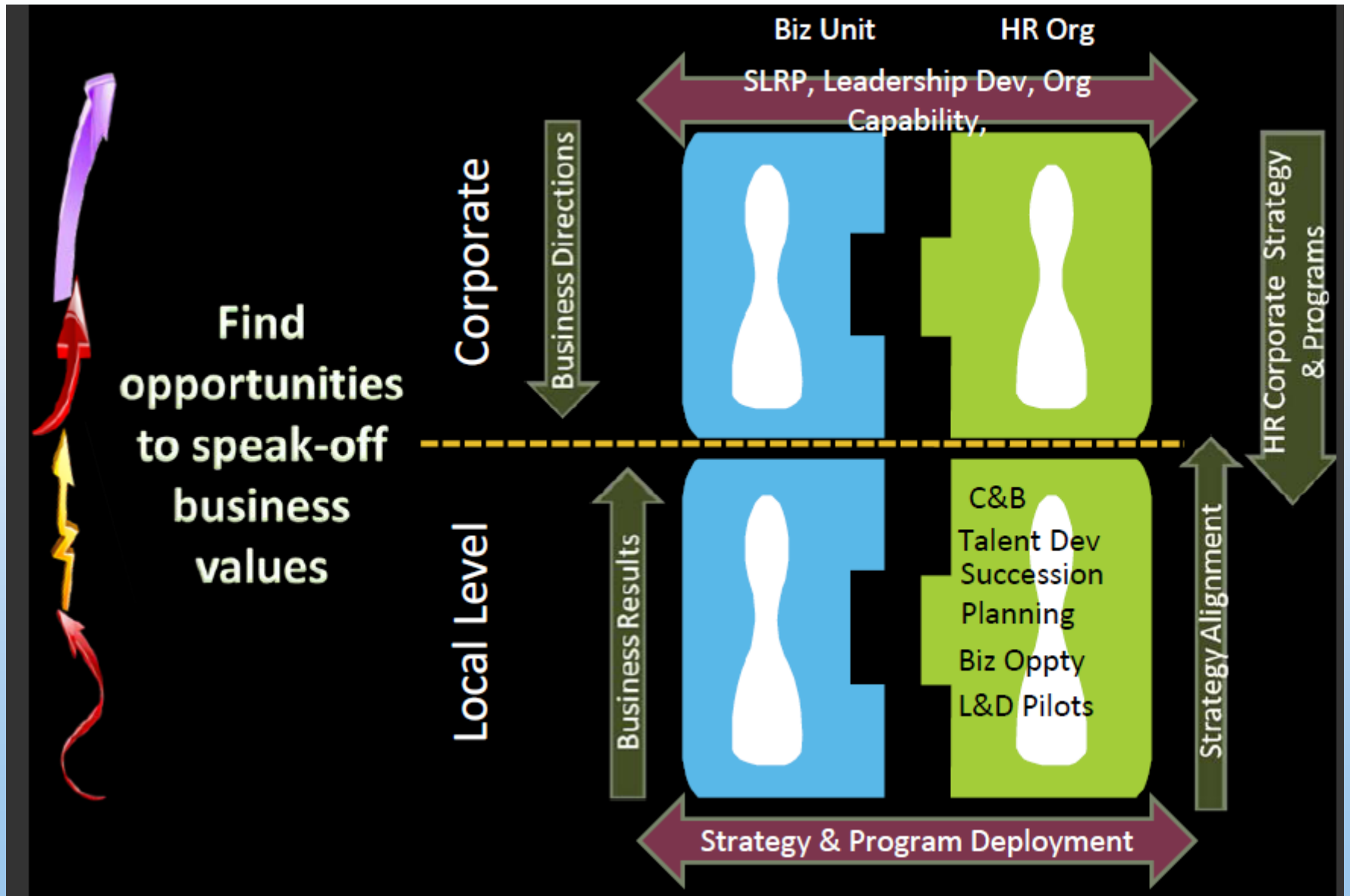
Networking



Stakeholder Mgmt

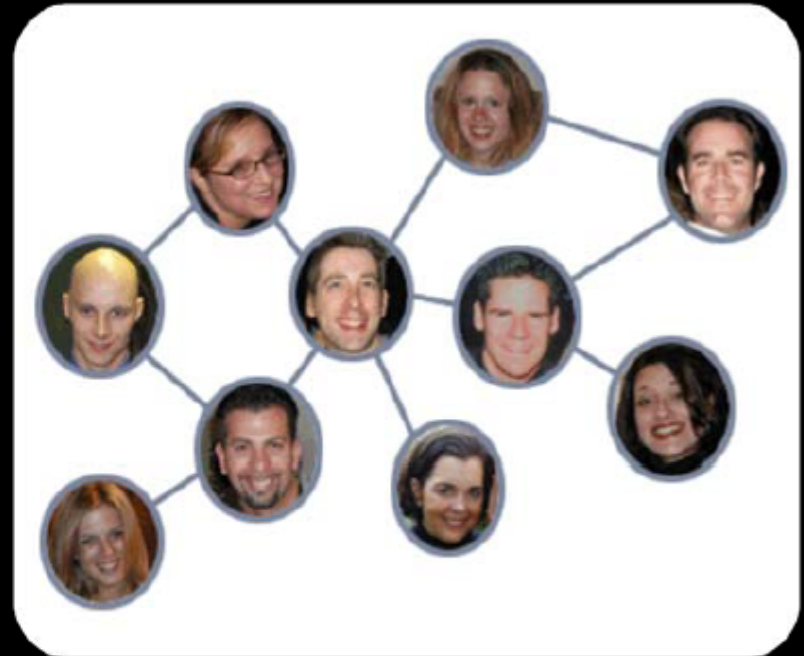
**Identify
opportunities
among 3
common HR
interests**





Navigate through your network

- It is not just who you know, but also what & where they are.
- Gain consensus from trusted associates & advisors
- Persuade initiators & supporters



Increase your voice

So many else wants to be heard, but only a few gets the message across...

LEVERAGE:

- Regional or Country HR Review/
Site Ops Review
- Mgmt Forums
- Blogs, corporate social network,



THINK LIKE A GREAT SALES PERSON

...Sell to your boss
...to the boss of your boss
that he takes you to the
boss of the boss of the
bosses!



SELL SOLUTIONS TO THE BUSINESS NEEDS

...don't whine!

**...be sensitive to others
resources**

... develop cost analysis



MAKE PEACE AFTER YOU

**... sell what you can sell &
make peace with what you
can sell**

**.. you will not always win but
you increase odds of your
chances to be listened to**

