

CHRO Conversation

Society For Human Resources Management (SHRM) – Johnny C. Taylor Jr.

14:50

<https://www.youtube.com/watch?v=4AKtwrmV37I&feature=youtu.be>

Topic	Time
SHRM Mission <ul style="list-style-type: none">● To elevate HR● 300,000 members● People in the workplace matter – we are responsible for them	0:46
People at the Core of Organizations <ul style="list-style-type: none">● 70% of time leading a company is people issues● People are the core of any organization	2:48
Lack of Talent in HR <ul style="list-style-type: none">● Current incorrect perception of HR● Treetops strategy (5:52)	4:50
Getting Students Interested in HR <ul style="list-style-type: none">● The future of HR is in the current students● HR is business first with a focus on people● Ways to advertise HR opportunities to young people	6:36
HR Influence Permeates Everywhere <ul style="list-style-type: none">● HR and immigration is a talent availability issue● HR touches more areas than one normally realizes● How HR fits in with the future of work	8:48
Non Profit vs For Profit <ul style="list-style-type: none">● No money, no mission● HR work can help change the world● Subpoint 3	12:28

Helpful Quotes:

1. [7:10](#): “The HR person is a business person with an expertise in people and human resources”
2. [5:02](#): “The perception of HR is where the least talented kids go, or where the problem kids go in an organization it’s where you kind of move people out of the way. The best and brightest talent do not come in.”

Discussion Questions:

1. When you think of HR in an organization, what are your first thoughts? How has this video changed your perception of HR?
2. What are some issues that you think of today that HR should have a say in? For example, Johnny talked on how Immigration is really a talent issue.