

THE VALUE OF HR

Summary: We often find it difficult to elaborate the benefits of the Human Resources (HR) organization or justify why it should have a place at the executive leadership table. This talk will elaborate the reasons HR should be a strategic partner and the value and return on investment (ROI) that HR can bring.

Format: Keynote



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Joel DiGirolamo has over 30 years of staff and management experience in Fortune 500 companies. He has a BSEE, MBA, and an MS psychology degree and is the author of the book Leading Team Alpha and the award-winning book Yoga in No Time at All. The combination of his diverse work experience and education enable him to relate to individuals at all levels and positions of any organization in any region of the world. His broad experience has allowed him to successfully lead and participate on teams of individuals with unique backgrounds and various motivations. Joel has been a keynote speaker at several international conferences, is a member of the American Psychological Association (APA), Society for Industrial and Organizational Psychology (SIOP), and Society for Human Resource Management (SHRM). You can contact Joel at joel@jdigiolamo.com or +1-859-539-6882.

Elements:

- Cost Center vs. Strategic Partner
 - Strategic plan development & execution
- Value of job performance
- Retaining workers
 - Cost of turnover: recruiting, selection, training, productivity loss
- Selecting workers
 - Value of good hire vs. poor
 - Reduce legal exposure: cost of investigations, litigation
- Employee Assistance Program (EAP)
- Wellness Programs
- Maintain leadership pipeline

ASSESSMENTS

Turbocharged Leadership uses many objective, scientifically validated assessments for team training, leadership and employee training and self-development, and organizational development.

- Myers-Briggs Type Indicator (MBTI)
- DISC
- Emotional Intelligence (EQ, MSCEIT)
- Five-factor Model (NEO PI-R)
- Thomas-Kilmann Conflict Mode Instrument (TKI)
- Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B)
- California Psychological Inventory (CPI)
- Mindfulness
- Maslach Burnout Inventory (MBI)
- Strong Interest Inventory
- Campbell Interest and Skill Survey
- Watson-Glaser Critical Thinking Appraisal (WGCTA)
- Wonderlic Personnel Test (WPT)