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***HR and the C-Suite:  
Building Strategic  
Partnerships***

**2023 Inspire HR  
Conference**

# PLEASE ADD YOUR IDEAS TO THE FLIP CHART



**Using ONE or TWO  
WORDS describe the  
greatest value you  
can get from an  
HR/C-Suite  
Partnership**





# PROGRAM OBJECTIVES

- Understand why C-Suite relationships are vital
- The path to build a strategic partnership
- The benefits of a strong partnership for you and the C-Suite



# UNDERSTANDING THE VITAL C-SUITE RELATIONSHIPS



## STRATEGY & EXECUTION



It takes both to help your organization accomplish its mission, realize its vision, and live its values



# RELATIONSHIPS

re·la·tion·ship  
/rə' lāSHən ,SHip/

- **The way in which two or more people or groups regard and behave toward each other.**





# PATH TO BUILDING STRATEGIC C-SUITE RELATIONSHIPS



- **Building Trust**
- **Understanding the Business**
- **Acting as a Trusted Advisor & Coach**
- **Nurturing Relationships**
- **Time & Undivided Attention**



# THE 5 MOST IMPORTANT TRUST-BUILDING BEHAVIORS ARE:



## **Be open and honest**

Honestly tell people what you know

## **Be credible**

Do what you say you're going to do; be true to your word

## **Be humble**

Ask for help when you need it; admit you don't know everything

## **Be competent**

Know your job. Do it in away that sets the standard for everyone

## **Be generous**

Give praise and credit to the people who deserve it



# How Do You Lose Trust?

## Share Real Life Examples

"TRUST IS EARNED,  
RESPECT IS GIVEN,  
AND LOYALTY IS  
DEMONSTRATED.  
BETRAYAL OF ANY  
ONE OF THOSE IS TO  
LOSE ALL THREE."



"WITHOUT TRUST WE DON'T TRULY  
COLLABORATE; WE MERELY  
COORDINATE OR, AT BEST, COOPERATE.  
IT IS TRUST THAT TRANSFORMS A  
GROUP OF PEOPLE INTO A TEAM."

- STEPHEN COVEY

A team is not a group  
of people who work  
together. A team is a  
group of people who  
trust each other. -  
Simon Sinek





# UNDERSTANDING THE BUSINESS

## Lead with Business Acumen

- Showcasing how HR Initiatives Support Growth
- Show the Value – Align HR Initiatives to Strategic Objectives
- Integrating HR Data with Key Metrics
- Find Solutions to Organizational Challenges



# ACTING AS TRUSTED ADVISOR AND COACH



- Understand priorities and challenges
- Their leadership style and professional development needs
- Strengths & Opportunities
- What are their people leading PAIN points
- Identify where you can fill the gaps





# NURTURING PEER RELATIONSHIPS



- Build connections....
- Listen first. ...
- Check your body language and tone....
- Consistency....
- Be assertive....
- Be yourself....
- Be flexible....
- Follow through!





# GIVING TIME AND UNDIVIDED ATTENTION TO THE EXECUTIVES



- Listen
- Be their Confidant
- Offer Solutions
- Build Bridges
- Challenge Assumptions

# WHERE THE MAGIC HAPPENS – THE POWER OF PARTNERSHIP



## RELATIONSHIP = TRUST

- Influence
- Create culture
- Manage conflict
- Bottom line profit





# LET'S PEEL BACK THE ONION





## ONCE UPON A TIME...

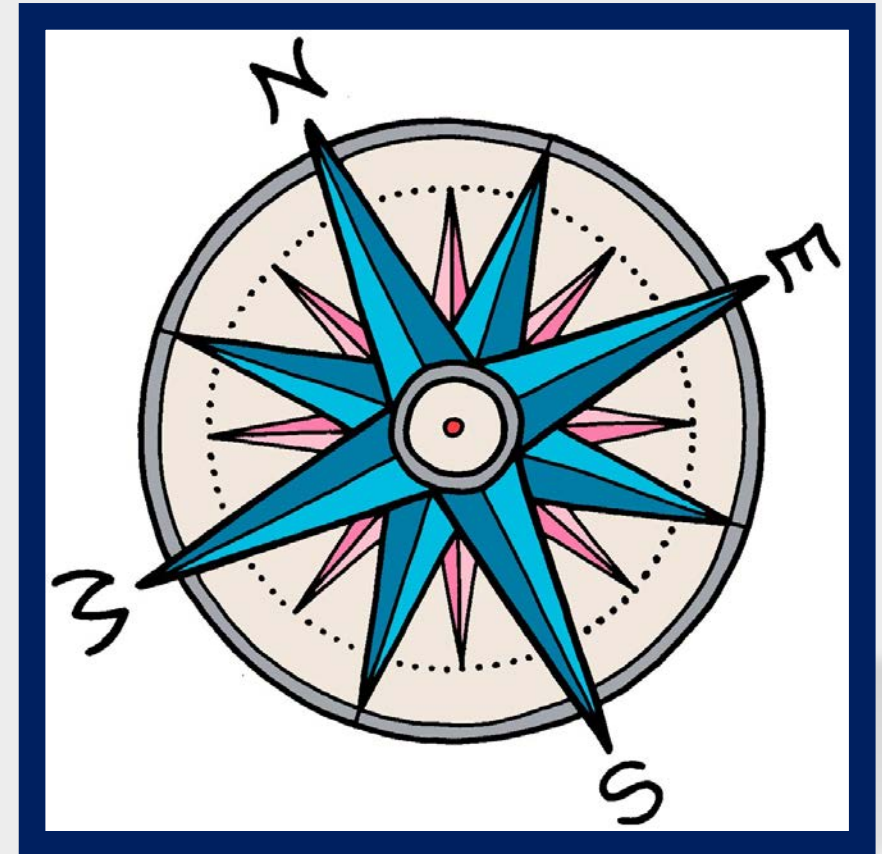
There was an HR Leader that said YES to the C-Suite...let me tell you what happened.





# THE ROLE OF THE NAVIGATOR

Wikipedia says...The navigator's primary responsibility is to be aware of ship or aircraft position at all times. Responsibilities include planning the journey, advising the ship's captain or aircraft commander of estimated timing to destinations while enroute, and ensuring hazards are avoided.





# THE POWERFUL LINK BETWEEN THE C-SUITE & HR





# TAKE AWAY

- Relationships Matter and Building Trust is Critical
- The Power of YES
- Your Navigator Role
- How you can impact Organizational Culture

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**Q&A**

**&**

***THANK YOU!***

***It's been a pleasure being  
with you today!***