

EXAMPLE OF ESSAY ACCEPTED BY THE SHRM BOOKS READ-FOR-RECERTIFICATION CREDIT PROGRAM

HR Rising !! was an interesting read with several great lessons that apply to my work as a Human Resources Generalist. A few lessons that were impactful to me were: get to know the people you work with, jump in, and credibility is earned. These lessons have and will continue to impact the way that I work. I have been able to put them into practice and I can see the value in what the author was saying.

First, get to know the manager or people you work with. I started supporting a new team when I recently switched roles and had to get to know a whole new team of HR and business leaders. I took the time to get to know the business and chat about the way that they work and understand more about how HR had been supporting in the past. I also sought to get to know my HR team and understand their past experiences so I could know where to go for help. Getting to know the business was a little difficult. They didn't have a dedicated HR partner for a while, and they were operating without much HR support. However, I took my time to weave in personal information along with the business and it has greatly improved the way that we work together. I feel like a member of the team with the business leaders now and I know they value my partnership as they have been including me in the development of people strategies for the team.

The second lesson I learned was to jump in. In the past, I have been fearful of stepping on other's toes and not changing too much too quickly. However, after reading HR Rising and learning more at work, I resonate with having to jump in. Sometimes you just have to start somewhere, and it can be overwhelming to take over processes and start from where someone left off, but it can be a good way to keep the business going. Overall, I think that the next time I start a new project or role, I will just jump in and learn as fast as possible. There is no need to be hesitant when there is work to be done.

The third key takeaway I had was credibility is earned. This lesson resonated with me as I think that sometimes we just want to believe that as HR the business will just listen to us because they know what our job is. I also know that I have been doing some of this work for a few years, so I am knowledgeable about it, and I am always happy to share this knowledge. However, my business partners may not know about that. They do not always get a say in who gets hired to support them. It is important to take the time to build trust and then know that credibility will come with time.

In the end, I feel as though HR Rising has many lessons to learn. I can already see how I've started to implement them into my work and improve my day-to-day actions. I know over time; these lessons will make an impact in the way I come to work and the way I treat others. I only hope I'll continue to improve and become a better HR professional.