

# **Building Your HR Skills**

## **Or**

# **Whose Life Is It Anyway**

## **Debbie Mannas**

# Quick Overview

- About Wallem
- What worked for me
- Questions

# Diversified Services



**Ship  
Management &  
Technical  
Services**



**Ship Agency**



**Commercial  
Services**



**Logistics**

# HR Road Maps and Professional Paths

- Very useful
- Exist in some companies, but not all
- May not be followed
- Even if followed, success may not always follow
- “Success skills” elusive



# What shaped me...



# Be More Than a Roadmap

- Imagine who are years from now
- What legacy do you want to leave
- How can you add meaning to what you are doing
- What new skills will you need to stay relevant in the future.
- Expect more from yourself
- What gives you joy about certain roles. What doesn't. What can you do about it.



# In the immortal words of Nike... Just do it!

Skills can be acquired fast or over time. Or not at all!

What build skills rapidly

- Do be involved in new projects
- Welcome opportunities to deal with difficult people/situations/ investigations
- Keep an open mind
- Purposefully associate with very different people
- Learn to influence

# New Projects

Some examples :

- Strategy planning
- Performance management design
- Data gathering /analysis / report writing
- Engagement Survey analysis and followup
- Incentive planning
- Talent management projects
  - Competency planning
  - Succession planning
  - Curriculum planning



# Take on Challenging People and Situations

- Be like Jiminy Cricket, the voice of reason and conscience
- Stand up to bullies; don't be one yourself
- Deal with unhappy customers from a service orientation perspective
- Sign up for change management projects, investigations, transformational projects
- Look for opportunities to suggest improvements (not as a criticism)



# Keep an open mind

An open mind is able to spot an opportunity

- View new ways and change as an opportunity
- Accept new projects as a skills building benefit
- View feedback as a dose of realism
- BUT, run, not walk, away from negative people
- Check your first reaction when something new is presented to you...

# Purposefully Associate with People who Think and Act Differently

- Make a plan to meet with people who are different
- Suspend judgement. You learn from the good and the bad.
- Share your own thoughts and ideas. A great icebreaker!
- Have a hobby.

The sad truth is, fascists and bigots surround themselves with like minds.

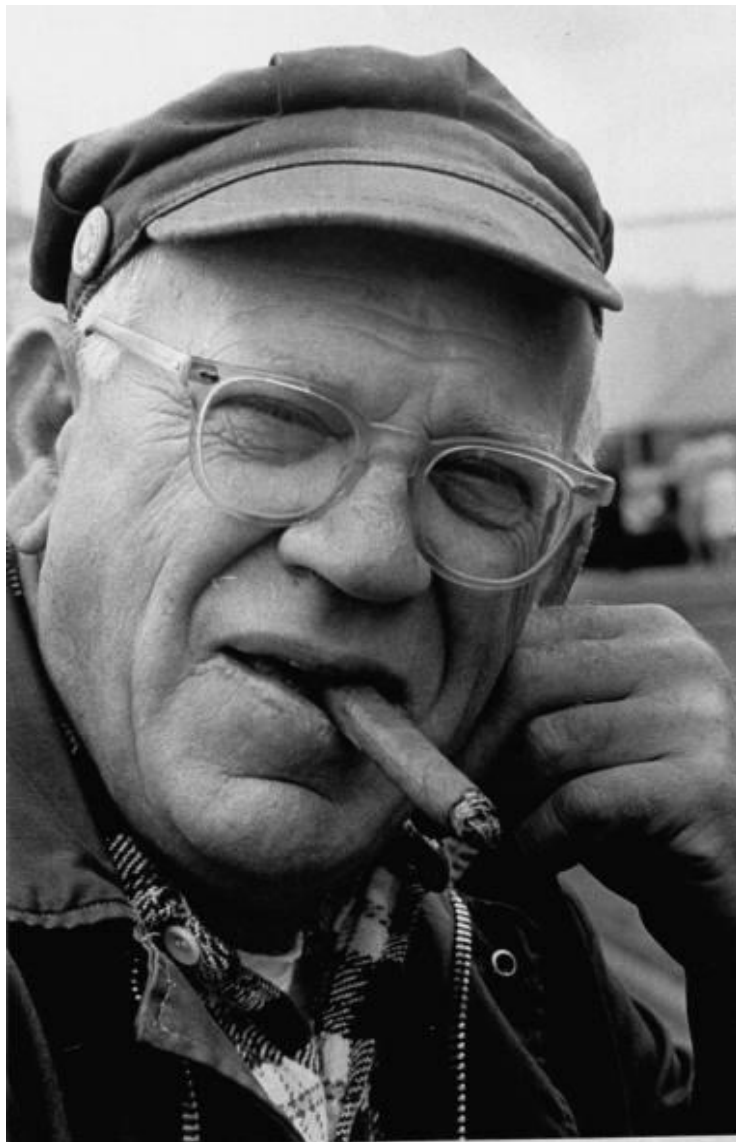
# Build Influencing Skills

Easy to influence people who think the same way!

Much harder to influence people who do not... so

- Know your stuff. Research, survey, use data.
- Learn to write so you make your point effectively.
- Build on small successes
- Gain champions
- Influence for the greater good. Personal agendas are obvious.

Build your courage and confidence this way.



***“In times of change,  
the learners inherit  
the Earth, while the  
knowers find  
themselves beautifully  
equipped to deal with a  
world that  
no longer exists”***

**Eric Hoffer**

**Social Philosopher and Author**

**Good Luck!**