



COFFEE BREAK





MARYLAND



College and University Professional
Association for Human Resources

Welcome

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Today's Topic

*What Senior Leaders Need and
Expect from HR*

Informal Discussion



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Understand the Big Picture

- How does your HR team keep a pulse on the needs of your college?





The Executive Suite

- What pathways are in place to communicate with senior leaders in your organization?



Know Your Business

- This month's presenter discussed the importance of HR professionals understanding Higher Ed. How do you ensure you keep abreast of changes in our industry? For leaders, how do you ensure the same for your HR team?



- What should HR's top priorities be today?
- What's the next big thing?





Standardize Practices

- Melissa Hopp discussed the importance of using a checklist to standardize practices and ensure consistent quality service.
- Is anyone using a checklist in their organization? so, would you please share what processes are supported by the checklist?



Sweat the Small Stuff – Fix Broken Windows (James Q. Wilson)

- What are small changes your HR team has made that had a big impact on your organization, team or the quality of service you provide?



Data

- Our speaker stressed the importance of understanding your data and setting key performance indicators.
- What data drives the decisions made by your HR department?
- What are some of the performance indicators HR provides to your stakeholders?





Build Trust

- What are effective methods for HR to use to build trust within organizations?





HR Structure

- How is your HR team organized to provide service and meet customer needs?





Managing in a Pandemic

- What specific ways has your HR team been called upon to lead during the pandemic(s)?
- How have the pandemic(s) changed the way your HR team operates ?





Risk Management

- How does risk management actively factor into the work you do and decisions made by your HR department ?



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Upcoming Events

March 5, 2021 9:00 a.m. – *Creating a Retirement Culture on Campus*

March 19, 2021 9:00 a.m. – *Informal Post Workshop Discussion: Creating a Retirement Culture on Campus*

April 9, 2021 9:00 a.m. – *Sustainable Performance Management in Higher Education*

Visit Our Chapter Website for Additional Information:

<https://chapters.cupahr.org/md/events>



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Thank you for participating today!

Please use the link in the chat
to complete the event survey.