

**REAL INSIGHT FROM  
HR PROFESSIONALS.  
RELEVANT OPPORTUNITIES  
FOR APPLICATION.  
RESULTS FOR YOUR  
HR CAREER.**

## HR Career Development in Action

SHRM conducted research with HR professionals like you to identify which developmental activities they consider most instrumental to improving immediate performance and fostering readiness for long-term goals in an HR career. The results of this research are highlighted here to guide executive career level individuals in their professional journey. Whether an executive yourself or coaching others who are at the executive level, leverage these findings to build behavioral and technical proficiency in the competencies necessary for HR success.

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SHRM'S  
**10**  
TOP

Activities for  
Developing  
Within the  
**EXECUTIVE  
CAREER** Level



Advancing the HR Profession.  
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## EXECUTIVE CAREER Level

### 1 Receive mentoring

Consider thinking outside the box—or outside the country rather—when it comes to strategies for executive mentoring. Especially for HR executives working in global corporations, finding a mentor from outside your country can pay huge dividends in your development as a strategic HR leader.

### 2 Participate in a developmental assignment in another functional area

As an executive, you can gain valuable insight to inform your business strategy by working in other functional areas across the organization.

### 3 Join the board of a professional organization

As part of a board of a professional organization, you can gain new insights from HR colleagues and professionals from other fields. Visit [shrm.org/volunteer](http://shrm.org/volunteer) to learn more.

### 4 Participate in a community of practice

It is important to maintain expert knowledge of business trends, and a community of practice is a great way to stay abreast. Visit [community.shrm.org](http://community.shrm.org) to join a community today.

### 5 Take on project-based work activities

At the executive level, leadership of project-based work activities should align with the organization's strategic plan. Demonstrate your leadership by guiding others in the use of various HR tools and templates.

### 6 Receive coaching

As one of the most influential people in your organization, you will want to ensure that your performance is monumental. Executive coaching can keep your performance in top shape. At the executive level, you might decide you want to implement coaching for others at your organization.

### 7 Network with other professionals in your organization

For you to be or become a successful HR executive, it is critical that you continue to network with others across the organization as well as those external to your organization. As an executive, you can learn valuable information from the people who work for you.

### 8 Join a professional organization

SHRM's affiliate, HR People + Strategy, provides timely information, resources and a peer network that help executive HR professionals be the most effective in their jobs. Visit [hrps.org](http://hrps.org) to learn more.

### 9 Join the board of a cross-functional team for an internal initiative

Leadership is critical in a cross-functional team. Positioning yourself as a board member will not only provide the guidance needed to achieve goals, but help you grow as an HR leader.

### 10 Participate in a roundtable with other professionals

Your executive HR network is rife with opportunities to learn from some of the most experienced professionals in HR. Attend roundtables with these experts and remember to listen closely and maintain an open mind and positive attitude. Learn more about these opportunities through SHRM's executive-level affiliate, HR People+Strategy, at [hrps.org](http://hrps.org).