

**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 individuals transitioning from mid to senior career level in their professional journey. Whether in transition yourself or coaching others who are transitioning to the next career 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
Transitioning
from the
**MID TO SENIOR
CAREER** Level



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MID TO SENIOR CAREER Level

1 Take an assignment outside your home country

Gaining the perspectives of others is a valuable experience and the most instrumental activity for transitioning to the senior career level. Immersing yourself in another culture than that of your home country is particularly effective.

2 Receive mentoring

The benefits of mentoring can go both ways. As you transition to a more senior level, mentoring someone earlier in his or her career can help you grow along the way and develop your Consultation and Leadership and Navigation competencies. Many local SHRM chapters offer these opportunities. Visit shrm.org/chapters to find your local chapter.

3 Receive coaching

To transition to the senior level, you may consider a business coach to further develop your strategic thinking. Coaching can help you expand your influence as an emerging leader.

4 Take on project-based work activities

Develop your proficiency in Critical Evaluation by applying data gathering and analytical skills to support project-based activities. Attending SHRM's Introduction to HR Metrics seminar is a great place to start. Visit shrm.org/seminars to register.

5 Join a cross-functional team for an internal initiative

As a key contributor of a cross-functional team, you can demonstrate your potential as a leader in your organization while collaborating with other stakeholders. The SHRM toolkit "Engaging in Strategic Planning" can provide the tools to get started. Visit bit.ly/SHRMstrategicplanning to learn more.

6 Network with other professionals in your organization

It's important to continue networking with professionals at your organization to grow your network and increase your visibility across the organization. Consider adding social networking to your repertoire of strategies.

7 Participate in a developmental assignment in another functional area

Taking on a new assignment in a different functional area can help you build unique skills, such as finance or marketing, needed to transition into a senior leadership role in HR.

8 Attend an in-person course through a college/university

As you transition to the next level in your career, a graduate course—or even a graduate program—could give you that extra edge. Find schools with SHRM-aligned graduate HR programs at shrm.org/academics/programdirectory.

9 Complete an internship or apprenticeship

An internship or apprenticeship can be helpful, especially for those with considerable experience in another area (e.g., finance) who have decided to transition to an HR role. Learn more about opportunities at internships.com/group/shrm.

10 Join a professional organization

Become a SHRM member today at shrm.org/membercenter. If you are already member, consider volunteer leadership as a way to take your career development to the next level. Visit shrm.org/volunteer to learn more.