

HRROI:

a new approach in the new economy

“a fresh perspective on
performance management”



***A must-attend seminar for
Business Managers and Strategic HR Professionals***

**March 29, 2012
Bloomington, Minnesota**

**April 19, 2012
Mankato, Minnesota**



This program is pre-approved for
7 SPHR/PHR credits by HRCI

REGISTER ON-LINE
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Seating is limited

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Single Registration: \$199
Groups of 5 or more: \$159

For more information please contact
Sara at 507-217-9767
saranda@ideation-consulting.com

March 29, 2012

8:30am- 4:30pm

**Outback Steakhouse
Conference Center**

1321 East 78th

Bloomington, MN

April 19, 2012

8:30am- 4:30pm

**Best Western
Conference Center**

1111 Range Street

Mankato, MN



For decades countless Human Resource Professionals have been coveting a seat at the Strategic Table within their organizations. With the economic downturn of 2008 business leaders found themselves in a fiscal crisis beyond their foresight. Many HR practitioners were finally called upon to take their seat at the table and implement complex reduction in workforce initiatives. With the current fears of a “double dip” recession, many businesses are again looking to their HR departments to guide them through these uncertain times. However, most of us are already operating on a “bare bones” talent roster and cannot justify deeper staffing cuts.

It is critical at this time for HR to step back and develop a strategy that validates our seat at the table. We must speak the language of the business leaders who are depending on us. We must quantify our efforts. And, we must evolve beyond our identity as “a cost center”.

Performing due diligence and developing a ROI is long-standing business best practice, however, rarely considered as a function of HR. However, if you review most organizational budgets, labor (human capital assets) is usually one of the largest line items. If we can develop/utilize HR metrics that are aligned with and actually drive the business objectives, we will elevate our role as a strategic business partner.

This workshop will provide you with the recipe to better quantify your organization’s human capital assets and explore methodologies in which HR can be instrumental in driving bottom line results.



This program has been approved for 7 (Specified - Strategic Business) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

PROGRAM PRESENTER: *Sara Christiansen* has vast experience working with individuals at all levels in an organization. Whether delivering a formal presentation to a room full of managers, or providing one-on-one guidance to a new employee; Sara’s passionate style allows her to connect with all audiences in a way that energizes employees to perform at a higher level.

As the VP of Client Services at Ideation Consulting, Sara is responsible for providing customized business performance services that drive “true” business results. She has developed *organizational development, talent development, and human resource solutions* that have improved employee engagement and performance in many organizations.

Sara has recently had the privilege of collaborating and co-facilitating a Leadership Seminar with National Best-Selling Authors and Management Consultant **MARCUS BUCKINGHAM** (First Break all the Rules, Now Discover your Strengths, Go Put your Strengths to Work, The One Thing You Need to Know, The Truth About You).



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