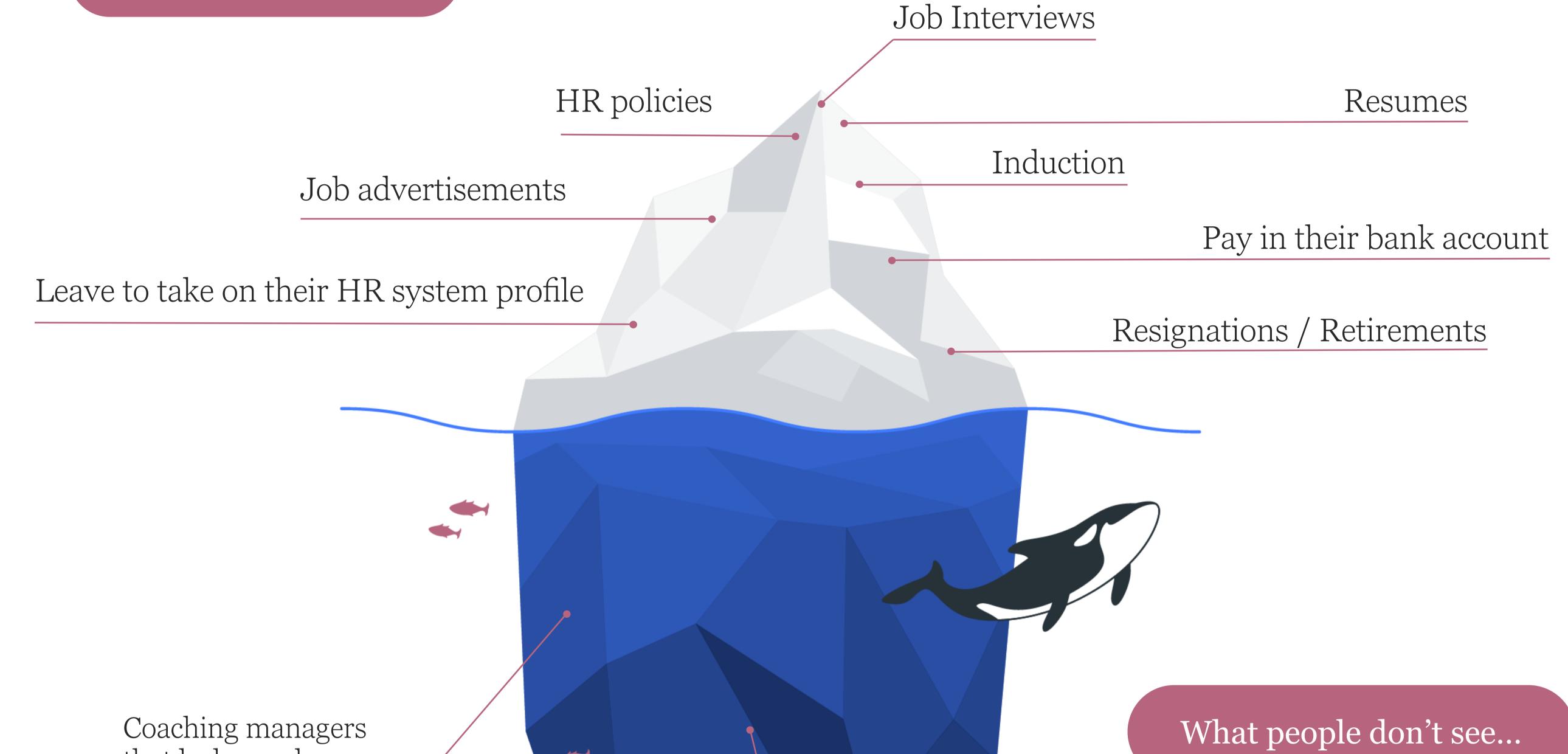
## HR LEADERS ICEBERG

HR Leaders operate like the proverbial iceberg, with much of their crucial work concealed beneath the surface. While they may not always be in the spotlight, their contributions are invaluable. They tirelessly manage risks, coach leaders on effective people management, strategically plan for a competitive edge, and champion the people agenda. It's a challenging role that often goes unnoticed but is integral to an organisation's success. This is far from easy work.

What people see...



that lack people management skills

Counselling an employee that has been bullied or harassed

Having the courage to speak up and take truth to power

Influencing executive decision making so people are put first

Remaining calm amongst the chaos

Stepping in when performance is not being managed fairly

Building organisational capability through effective HR strategy

Managing workplace disputes to reduce risk to both people and organisation



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