

Love what you do

BY LEISA MESSER FCPHR

When I share my advice with other HR professionals, I draw on my nearly 25 year career in the HR industry, a career that's led me to where I am today, the owner of my own consulting business and a Queensland state councillor (VP membership) for the Australian HR Institute.

When I mentor others, either formally or informally, I usually share the following tips.

Firstly, keep yourself connected with other professionals. Not just HR professionals but also finance and marketing professionals and the like. I believe a holistic understanding and commercial acumen is vital, and collaboration brings powerful outcomes and results.

Secondly, work towards your plan and desires, and make the most of every task. Sometimes we can lose focus or miss an opportunity because our eyes are closed, so to speak. It's always good to revisit where you are going, what you are trying to achieve and

how to make progress. A plan is as important to an individual as it is to a business.

Another way to develop is to give back to HR by mentoring people at different career stages; be part of the profession and contribute in shaping it.

Fourthly, develop more holistic skills (in leadership, finance, marketing, IT, coaching, influencing, negotiations) and become more commercially focused (but don't lose sight of the human factor).

Grow with the profession as it evolves, which for me has included making sure I'm certified. Conduct yourself in a way that informs those outside the profession that HR is a required strategic business partner with a variety of skills beyond traditional HR. Don't just represent yourself, but all HR professionals.

Finally, be passionate about your work and continue to learn and grow so you become better. Love what you do. If you don't, find out why you don't, and make changes so you do. ●●●



ABOUT LEISA MESSER FCPHR

Leisa Messer is the managing director of consultancy firm HR Business Direction, and the QLD State Councillor (VP Membership) for the Australian HR Institute. She has more than 20 years' experience in HR across various industries and businesses, including SMEs, large corporations, not-for-profits and international organisations.



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