

A Seat at the Table with Michael McNeal of Intuit

The conventional wisdom is that interesting conversation and peer camaraderie occur at the adult table, while the kid table can be messy for a number of reasons. A recent speaker in our Meeting of the Minds series, Michael McNeal of Intuit, reminded us of another aspect of the adult table. Your contribution is expected to add value.

Once your contribution is expected to add value, you are invited and expected to sit with the adults. As HR specialists, earning the seat is an uphill battle. As we continue to bridge the gap between what is viewed as a traditional service organization and that as a strategic consultant, try these data points and questions to start the conversation between the HR professionals and the Hiring Managers in your organization:

1. How many hires do they need? How many leave?
 - a. What are the skills and knowledge needed?
2. What are the plans for growth?
 - a. What are the current and future skill gaps?
3. Where is the talent?
4. Are the incentives in place to attract it to the organization?

With quick data points, HR professionals can develop scenarios, action plans, and buy-in from the Hiring Managers to secure their role as strategic advisors in the Recruiting and Hiring Process. The difference between service and collaboration is that HR organizations enable the outcomes while talent planning leaders *drive* the outputs.

If you would like more information on our Meeting of the Minds Series or to participate, please email Carmen Andujar at carmen.andujar@opm.gov or Carly Coleman at carly.coleman@opm.gov.