

CHRO Conversation
 HP, Inc. – Tracey Keogh, CHRO
 Video Length 14:37

<https://www.youtube.com/watch?v=DQp0Pc06dHA&list=PLUEIH5PMd16kn9p29AbXCJLvTiVUJRiLu&index=3>

Topic	Time
What are the strategic challenges that HP currently faces? <ul style="list-style-type: none"> ● Fast pace of change – we must stay ahead of the market ● Innovation & relevance ● Global competition ● Resource management 	0:47
How does HR help tackle the strategic challenges? <ul style="list-style-type: none"> ● HR must scan the market to see how we can evolve our services to find and develop talent better ● HR examines org structure and rewards & recognition structure 	1:41
What competencies does HP look for in HR professionals to help deal with these challenges? <ul style="list-style-type: none"> ● Business acumen ● Communication ● Continuously curious (because the future is robotics and AI) ● Consultative skills ● Intelligent, handworkers, mission-driven 	2:39
For those interested in joining the field of HR, what advice do you have for them? <ul style="list-style-type: none"> ● HR professionals can have an impact on the entire organization ● Experiences from other functions will make you a better HR leader ● Rotate through the HR field before becoming a top exec 	4:12
What communication challenges did the org experience when the org split? <ul style="list-style-type: none"> ● Internal communication is the most important lever in the org ● Constant communication about values, culture and business initiatives ● Manager Central – managers are given updates to disseminate to their team ● Daily Ink – internal newspaper ● Biggest challenge: prioritizing the various forms of communication 	5:50
In what ways does the CHRO role differ from other members of the leadership team? <ul style="list-style-type: none"> ● The CHRO represents every other function in the org ● Must make sure the leadership team is functioning well ● Must keep your CEO informed about company/department challenges ● CHRO works for the Board and shareholders as well ● Coach to the executive leadership team 	9:26
What are other core values an employee must have in addition to curiosity? <ul style="list-style-type: none"> ● You must be trusted or you're ineffectual! 	12:24

<ul style="list-style-type: none">● Courage● Rely on your own values/infrastructure	
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Discussion Questions:

1. What internal communication strategy might the HR team roll out if the company is experiencing a re-org? What challenges might the team encounter as a result of the re-org?
2. What additional competencies should organizations desire from their HR professionals?