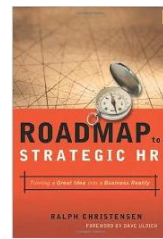


HR EXECUTIVE CIRCLE



It's a given that effective HR professionals will excel at their valuable and necessary administrative responsibilities. To survive in today's highly competitive and ever-changing marketplace, companies need Human Resources executives who serve as strategic business partners with the other leaders in their organizations. This "seat at the table" has long been a goal for HR pros. The 2012 cycle of Cargas' HR Executive Circle will use **The Roadmap to Strategic HR** as a framework to meet this need. Explore the areas described in the **Strategic Management*** domain of the PHR/SPHR **Body of Knowledge** as you work with HR colleagues to increase your confidence and competence in "developing, contributing to, and supporting the organization's strategic goals and objectives."

In *The Roadmap to Strategic HR*, Christensen creates a practical guide to help you claim your rightful seat at the table. The author examines the perceptions that keep HR professionals from taking a strategic role. He then lays out a series of specific steps that have been described as "a sorely needed prescription for achieving strategic focus in complex organizations."



The ROADMAP to Strategic HR

by *Ralph Christensen*

Group Leader: The Executive Circle meetings are led by TJ Titcomb. TJ has been helping organizations manage change, develop leaders and prevent problems for 35 years. Certified as a Senior Professional in Human Resources, she also holds a master's degree in counseling psychology and a PhD in organizational development. TJ serves as co-chair of the Program Committee of the Lancaster County Association for Human Resource Management and as a member of SHRM.

Pricing: The HR Executive Circle is \$1000 for all 12 sessions. The fee is billed in four quarterly installments of \$250. The program fee includes a hard copy or Kindle version of *The Roadmap to Strategic HR*, monthly chapter summaries, and continental breakfast.

Registration: To foster a sharing, information-packed environment, seating for the HR Executive Circle is limited to 15 attendees. Registrations will be accepted on a first-come, first-served basis.

Schedule: All sessions will be held at the Cargas Systems office located at 1310 Marshall Avenue, Lancaster, PA. The program runs from 7:45 am - 10:00 am on the third Wednesday of each month starting in January 2012:

| 1/18 | 2/15 | 3/21 | 4/18 | 5/16 | 6/20 | 7/18 | 8/15 | 9/19 | 10/17 | 11/21 | 12/19 |

* Cargas' **HR Executive Circle Series** featuring *The Roadmap to Strategic HR* has been pre-approved by HRCI for

**24 STRATEGIC
business credits.**

