

VISIONARY HUMAN RESOURCES

Come hear Heather Kinzie discuss her thoughts on this challenging career. She will offer what she believes are the four primary purposes of HR's existence, and how we, as HR professionals, are tasked to engage in activities in direct support of our higher purpose. Heather will inspire each of us to take a good hard look around at who either suffers or benefits from our work and finally, will encourage each of us to take an even harder look into the mirror as we move forward with our careers. You will be able to:

- Identify and clearly understand the significant role you play in an organization's success;
- Understand the clear difference between a line-item and a value-added program in your organization's structure;
- Heighten your awareness of how you and your HR program impacts the employee, leadership, the organization, and the community.

Heather Kinzie brings more than 19 years of experience to A Leading Solution. With knowledge and expertise in a wide range of HR and organizational performance areas, Heather provides her clients a solid foundation for development and consulting.



A charismatic and high energy speaker, Heather serves to be a valuable trainer and facilitator. Her courses range from leadership and supervision to HR practices and compliance. She facilitates both formal and informal sessions to include strategic planning, LEAN process analysis and improvement, and team building. Heather's clients benefit from her holistic approach to improving HR strategies as she is able to ensure all HR Disciplines are fully aligned and integrated to better ensure increased employee engagement, productivity and satisfaction.



Thursday, May 19, 2016 – 7:30 a.m. (Maumee)
For more information, go to www.toledoshrm.org
Approved for 1.0 HRCI (Business) & SHRM Credit!

