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THINGS

I BELIEVE

ABOUT

HR

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AUTHENTIC HR COMMUNICATION

1. I believe employees want to do a good job.
2. I believe they were great when you hired them.
3. I believe people do what they get rewarded to do.
4. I believe in pay for performance.
5. I believe a good manager can make up for a lot of crappy policies.
6. I believe a great manager comes along only once in a while.
7. I believe great managers should be paid at the 99th percentile.
8. I believe crappy policies and crappy managers should be scrapped.
9. I believe employees are productive at different times of the day.
10. I believe there's nothing wrong with overpaying people.
11. I believe you can't ask for commitment unless you give it first.
12. I believe it's important to have friends at work.
13. I believe you should say hello to everyone every morning.
14. I believe you should say goodnight when they leave.
15. I believe people want to work with superstars.
16. I believe there are more hidden superstars out there than we think there are.
17. I believe in honest communications.
18. I believe everyone has a hidden talent.
19. I believe you should know the birthday of everyone who works with you.
20. I believe you should celebrate your employees' birthdays when they happen.
21. I believe executives get isolated and lose track of what's going on.
22. I believe HR has a role in keeping executives grounded.
23. I believe HR does its best when it has guts.
24. I believe in the power of diversity of thought.
25. I believe that none of us is as stupid as all of us when it comes to editing.
26. I believe the way we do performance management is awful.
27. I believe real performance management is about management, not about annual ratings.
28. I believe in management by walking around.
29. I believe HR shouldn't make up silly names for managers, like "career coach."
30. I believe calling employees human capital is about to jump the shark.
31. I believe HR shouldn't practice psychology without a license.
32. I believe behavioral-based interviewing is for the birds.
33. I believe in asking candidates if they can do the job.
34. I believe in asking employees to prove it.
35. I believe forced rankings are...forced.
36. I believe merit increases can never be performance differentiators the way we do it now.
37. I believe people work for more than money.
38. I believe managers are naive if they think people don't work for money.
39. I believe layoffs as an annual business strategy is doomed.
40. I believe HR was asleep at the switch at some doomed financial services companies.
41. I believe people will do a lot more when rules are eliminated.
42. I believe we need more lawyers in HR and fewer lawyers telling HR what to do.
43. I believe cynical HR people should get out of HR.
44. I believe anyone who subscribes to Theory X should never be in HR.
45. I believe HR attracts an inordinate number of people who used to be hall monitors.
46. I believe HR would do well to work its way out of a job.
47. I believe systems work in HR.
48. I believe we have too many processes and not enough systems.
49. I believe HR and managers need to listen more.
50. I believe handwritten notes go farther than all the recognition programs combined.
51. I believe travel incentive awards are really motivating.
52. I believe teambuilding should be an everyday thing, not done at retreats.
53. I believe HR forgot that being fair and treating everyone the same aren't the same things.
54. I believe HR should help managers manage.
55. I believe managers can be trained.
56. I believe not all managers should be managers.
57. I believe in great benefits.
58. I believe onsite dog walking and massage therapists are overrated.
59. I believe in the company making money.
60. I believe in HR helping employees understand how.
61. I believe HR should stop buying HR software that never works right.
62. I believe in great leaders.
63. I believe in small gestures.
64. I believe we work 11,250 days out of our 25,000 we get in a lifetime.
65. I believe it's HR's job to make every one of those days the best they can.