

Owner to Owner Podcast Notes



The Role of HR at the Financial Table

Episode #28

Summary:

Felicia Harris, Founder, and CEO of EverythingHR and EverythingHR Financial Services interview Dr. Lee Meadows, Professor of Management, Leadership Development Consultant at Meadows Consulting, Keynote Speaker, and Author. Dr. Lee Meadows shares his wealth of experience of working with business owners with their human resources, what is involved in improving the perception of the relationship between HR and businesses, and what various forms of value that HR can offer to positively impact a workforce.

Episode Highlights:

- Dr. Lee Meadows shares his background in legal services.
- What is the role of the HR world at the financial table?
- You have to have an understanding of the numbers that will make your business profitable.
- What types of value can HR add?
- What is the relationship between your function and decision-making?
- How can businesses improve their relationships with HR professionals?
- What kind of implications does making every person an independent contractor convey?
- What kind of answers does Dr. Lee Meadows get when he asks business owners what they think the role of HR is?
- How can HR help prevent long-term problems on the front end?
- What events will Dr. Lee Meadows be partaking in?

3 Key Points:

1. Go beyond your individual work function and build relationships even before you need them.
2. HR has value in terms of how determining how functions can affect decisions. Everything is about decision-making.
3. All business owners need to think of themselves as teachers to maintain consistency.

Tweetable Quotes:

- “Think beyond the function, and think more about how the business works.” – Dr. Lee Meadows
- “Have basic fundamentals of how the numbers operate and what the numbers impact given the strategy that the organization is trying to implement.” – Dr. Lee Meadows
- “Numbers drive the strategy. And what one is supposed to know is that strategy just means that the focus is going to be on this area as opposed to that because we can’t do everything.” – Dr. Lee Meadows

Resources Mentioned

Podcast

<http://elshaddaiconsulting.net/everythinghr-owner-to-owner-podcast.html>

Twitter

<https://twitter.com/everythinghr1>

LinkedIn

<https://www.linkedin.com/company/everythinghr1/>

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