

# Learning Track Selection



Learning sessions represent professional levels that include new-to-the-profession, mid-level managers, and strategic leaders, as well as the **five core competencies for health care HR leadership**. Each session has been defined with professional identifiers and symbols from the ASHHRA HR Leader Model as defined below.

Before you decide which sessions to attend, reflect on the professional challenges you have faced in your role as an HR professional in the past year. Then, thoughtfully match your career needs to the wide and varied range of choices.

## Professional Identifiers



**Leader Track:** sessions for those with a minimum of five years leadership experience or who hold the title of VP, SRVP, or CHRO, these sessions will give you the tools and knowledge to take your organization in a new direction.



**Mid-level Professional:** intended for generalists, specialists, or mid-level managers looking to obtain competencies to raise skills to the next level.



**New-to-the-Profession:** designed for those new to the HR field. These sessions are to get you started, give you tools to know what to do next, and appreciate the basics of the ASHHRA HR Leader Model.

## HR Leader Model Identifiers



### HR Delivery

*HR Leaders "Reach Beyond the Expected"*

Select sessions with this symbol when you are seeking information on integrating the "people" side of health care with organizational business structure.



### Healthcare Business Knowledge

*HR Leaders "Embrace New Learning"*

Select sessions with this symbol when you want to demonstrate cross-functional capability, health care knowledge, and strategic vision for your organization.



### People Strategies

*HR Leaders "Leads with the Heart"*

Select sessions with this symbol when your goal is to create and implement operating models and structures that support a high-performance culture of care for employees.



### Community Citizenship

*HR Leaders "Raise Their Voices"*

To better connect employers with employees and link both to customers and communities, select sessions with this symbol.



### Personal Leadership

*HR Leaders "Exemplify Excellence"*

Select sessions with this symbol when you accept the personal challenge to hold yourself to a higher standard than expected by others and serve as a model for excellence.