

RfH Career Conversations: Finding Your Voice in People Ops

Adrienne Barnard, Mainstay
Laurie Horsman, AnyClip



Today's Panelists



Adrienne Barnard

SVP of People Operations at Mainstay



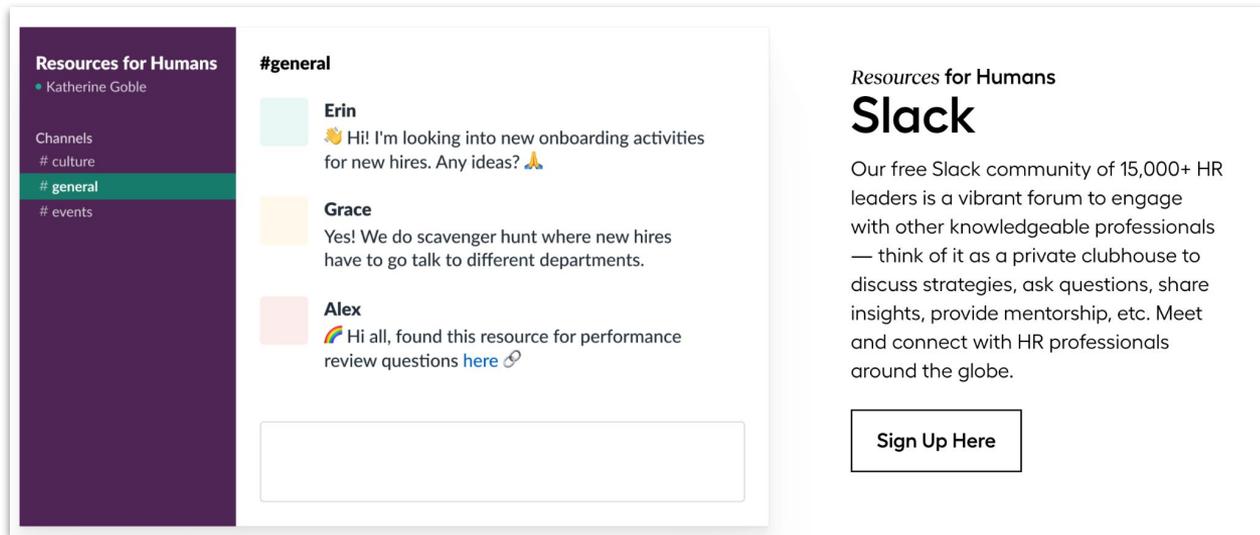
Laurie Horsman

Global VP of People at AnyClip



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Resources for Humans



The screenshot shows a Slack channel interface. On the left is a dark purple sidebar with the channel name 'Resources for Humans' and a member 'Katherine Goble'. Below this are channel lists: '# culture', '# general' (highlighted in green), and '# events'. The main area is titled '#general' and contains three messages:

- Erin** (light blue profile picture): 🙌 Hi! I'm looking into new onboarding activities for new hires. Any ideas? 🙏
- Grace** (light orange profile picture): Yes! We do scavenger hunt where new hires have to go talk to different departments.
- Alex** (light pink profile picture): 🌈 Hi all, found this resource for performance review questions [here](#) 🔗

At the bottom of the messages is a white text input box. To the right of the screenshot is a text block with the title 'Resources for Humans Slack' and a paragraph: 'Our free Slack community of 15,000+ HR leaders is a vibrant forum to engage with other knowledgeable professionals — think of it as a private clubhouse to discuss strategies, ask questions, share insights, provide mentorship, etc. Meet and connect with HR professionals around the globe.' Below this text is a white button with a black border that says 'Sign Up Here'.

 @LatticeHQ

 @Lattice-HQ



Intro

Why we're here, our journeys to leadership in People Ops, and a challenge we've overcome in finding our voice



Slido

Where do you lose your voice at work?



Participants can vote at slido.com with #7015550



HR → People Ops

01

HR has shifted to People Ops

Shifting from Business first to People first

02

Data as empowerment for culture vs. just data for the numbers

People and their experiences aren't just numbers



Finding & fostering your voice



Knowing yourself

- Finding your brand
- Understanding your values
- Finding your network

“If you run into an asshole in the morning, you run into an asshole. If you run into assholes all day, you’re the asshole.”

— Raylan Givens in Justified



Focus on your voice

- Mood – being in the right mood for a conversation
- Language – what you say and how you say it
- Finding your voice vs. using your voice

How can you use your voice this week?



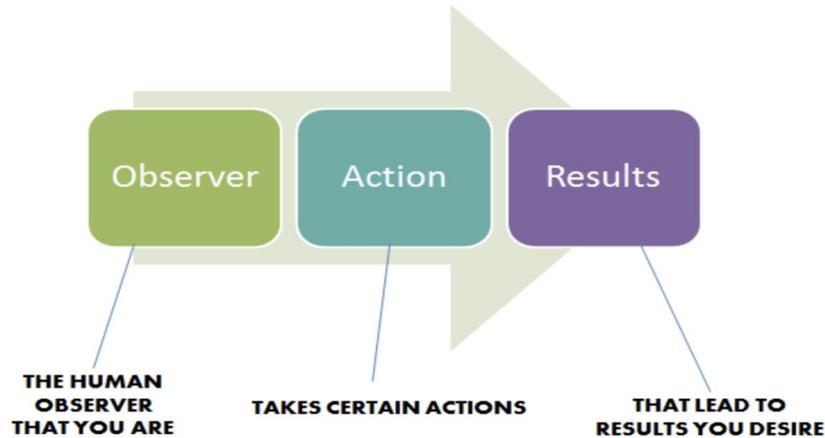
Frameworks



“Language and the Pursuit of Leadership Excellence” by

OAR – Observer, Action, Result

THE O-A-R MODEL OF ONTOLOGICAL COACHING



“You Do Youish” by Erin Hatzikostas

HUMANS – Humility, Unexpected, Model, Adapt, Narrate, Spark

H

Humility

Self-Aware, Vulnerable and Courageous.
Showcase the realness of being who you are.
Use your flaws to create trust.

U

Unexpected

Surprise & Delight.

M

Model

Show, don't tell.

A

Adapt

Letting yourself and others grow, with authenticity

N

Narrate

Use the power of storytelling to connect with others

S

Spark

Create sparks of inspiration that will ignite fires



Further reading

01

**Erin Hatzikostas's
- Authenticity
"You do youish"**

bauthenticinc.com/youdoyouish

02

**Cy Wakeman - No
Drama**

realitybasedleadership.com

03

**Language and the
Pursuit of Leadership
Excellence**

amazon.com/Language-Pursuit-Leadership-Excellence-Extraordinary



Q&A



Optional Exercise: Knowing Your Brand



Understanding Your Values

01

What are 3 values you hold personally?

02

What are 3 values you hold for work?

03

Am I behaving in an incongruent way with my values now?

And if they're different - why? Can you and should you change that?



Finding your network

01

Who is around you and how can they help you find your voice?

02

When will you reach out next to connect?

03

Who is a leader you would like to model your voice or leadership style to and why?

Write down 2 traits they have that you also think you have that you can foster.



Breakout Rooms

