



Getting it from The Source



Greetings from Pat Hall Jaynes, SPHR, SHRM-SCP, CEO, The HR Source

Happy New Year! As we step into 2025, it's time to reflect, reset, and recharge. The new year is a great opportunity to shape our strategies, elevate our leadership, and foster thriving workplace cultures. Let's embrace this chance to:

- INNOVATE** Explore cutting-edge HR tools and practices that drive engagement and retention.
- ELEVATE** Strengthen leadership capabilities and champion professional development for ourselves and our teams.
- CONNECT** Build meaningful relationships and partnerships that enhance collaboration across all levels.
- THRIVE** Prioritize well-being and create environments where employees feel valued and supported.

As an HR leader, your role is crucial in streamlining processes, promoting diversity and inclusion, and managing change. Let's aim for 2025 to be a year of impact and innovation, embracing new beginnings and ongoing success!

HELPING GREAT COMPANIES FIND GREAT PEOPLE

JANUARY/FEBRUARY 2025

FROM THE SOURCE

Tips for the HR Professional

Crush Your Next HR Interview: Here's How

As HR professionals, you bring valuable experience to the table. Your challenge is to make sure that shines during the interview. Here are some quick tips to help you prepare:

- **Know Your Numbers:** Be ready to discuss specific metrics that showcase your impact, such as improved recruitment timelines, reduced turnover, or enhanced employee engagement.
- **Research the Company:** Go beyond the surface. Understand their HR challenges by reviewing their careers page, employee reviews, or recent news.
- **Practice Behavioral Questions:** Expect scenarios like "Describe a time when you resolved a team conflict". Use the STAR method (Situation, Task, Action, Result) to structure your responses.
- **Prepare Questions:** Thoughtful questions about company culture, HR team priorities, or upcoming projects will show genuine interest and strategic thinking.
- **Polish Your Elevator Pitch:** Start the interview strong by summarizing your career journey, key accomplishments, and talents—all in 60 seconds or less.

Remember, interviews are a two-way conversation—show how your expertise solves their challenges. You've got this!

Invest In Your Talent

New Year, New You!

Now is the time to plan how you can advance your skills

- Many HR professionals are not equipped with the skills needed to perform at their best in a rapidly advancing field.
- HR training is a vital resource that helps you acquire new skills and knowledge across various aspects of human resources. Training topics can include topics such as HR Operations, Labor Law and Regulations, People Analytics, Talent Acquisition, Employee Relations or Performance management.
- The Academy to Innovate HR has compiled a list of platforms and organizations that offer some of the best HR Training programs.

AIHR | ACADEMY TO INNOVATE HR

Click [HERE](#) to learn more.



Enhance Your HR Expertise

Seeking inspiration to boost your HR skills? This month, we've compiled popular HR books that provide practical strategies, insights, and tools to help you lead, engage, and innovate.

- **HR from the Outside In** by Dave Ulrich, Jon Younger, Wayne Brockbank & Mike Ulrich
 - **Summary:** A comprehensive guide for HR professionals to align HR strategies with business outcomes.
- **The Five Dysfunctions of a Team** by Patrick Lencioni
 - **Summary:** A leadership fable that explores the common pitfalls of team dynamics.
- **It's the Manager** by Jim Clifton & Jim Harter
 - **Summary:** Based on Gallup data, this book highlights managers' critical role in employee engagement and performance.
- **Radical Candor** by Kim Scott
 - **Summary:** Kim Scott introduces the concept of "radical candor". It's a practical guide to giving feedback and building better relationships at work.



The HR Source

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Happy New Year
Birthdays

01/03 Khalil Farid
01/04 Jazzmyne Terry
01/13 Mimi Nguyen
01/16 Dexter Martin
01/26 Brenda Delgadillo Mera

02/02 Pat Hall Jaynes
02/16 Jamel Dingle
02/21 Patrick Lee
02/23 Jennifer Cheng



Cultural / Awareness Days

1/1 New Year's Day
1/20 Dr. Martin Luther King, Jr. Day
1/20 Presidential Inauguration Day
1/29 The Lunar New Year

2/14 Valentine's Day
2/17 President's Day

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NEWS YOU CAN USE

HR TRENDS FOR 2025

According to an article published by HR Dive in January, there are five trends that will shape HR for 2025.

1. The influence and integration of AI will continue to reshape talent acquisition, productivity
2. Upskilling and reskilling as well as leadership training will be further supported via AI.
3. The talent market cools off and goes global as employers move service and support jobs abroad.
4. Employers will increasingly rely on benefits programs to address employee needs dealing with change, cultural and otherwise.
5. Despite larger employers forcing RTO, the need and desire for employee flexibility won't disappear.

Moving past the volatility of the past five years, 2025 is the opportunity for HR to define its long term future. Click [HERE](#) to read more.

HR Events



Talent Acquisition Week 2025
Feb 3-6, 2025 San Diego, CA

Join TA pros & HR leaders to leverage emerging recruiting practices and

learn the latest in global recruiting trends, recruitment marketing, candidate engagement, tools and technology through practitioner-to-practitioner sessions, panel discussions and case studies. Register [HERE](#)

AHRD 32nd International Research Conference
Feb 19-22, 2025 Arlington, VA



The 32nd AHRD International Research Conference in the Americas will feature prominent scholars and practitioners

who will share their latest research and developments in both theory and practice. Register [HERE](#)

AMA - Instructional Design Certificate Program
Feb 26-28, 2025
Live, Online Training

Gain a practical, proven-in-action method for creating innovative and successful training programs. Register [HERE](#)

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