

CHRO Conversation
 KPMG US – Will Williams, National Managing Partner, Tax
 Video Length 16:04

https://www.youtube.com/watch?time_continue=13&v=nbRF335-VsM

Topic	Time
What are the 4 keys to a successful career? <ul style="list-style-type: none"> ● Understand Your Personal Brand <ul style="list-style-type: none"> ○ What do others think of you? ○ What are your strengths & weaknesses? ○ Create an environment where others feel comfortable giving you constructive criticism ● Stay Out of Your Comfort Zone (“Chase the Butterflies”) <ul style="list-style-type: none"> ○ Challenge yourself ○ Fail Safely; Learn from your mistakes ● Servant-Leadership <ul style="list-style-type: none"> ○ Give More than you Get – how can you help others? ○ Don’t worry who receives the credit ○ Be sincere and authentic ● Find Your Fun <ul style="list-style-type: none"> ○ Don’t stay in a state of frustration; find a balance 	0:43
What does Servant-Leadership mean to you? <ul style="list-style-type: none"> ● Distinguishes great leaders from good leaders ● How does the leader motivate to maximize the potential of their team? <ul style="list-style-type: none"> ○ They should inspire; not command control ● “You’re my team, I work for you” 	10:13
What is your philosophy on the value of diversity? <ul style="list-style-type: none"> ● Diverse perspectives in decision-making produces better decisions ● Enables blind spots and unconscious bias to be uncovered ● It’s “the right thing to do” 	12:30

“What separates the good leader from the great leader at its fundamental core is how that leader motivates in order to maximize the potential of their team. The best leaders inspire; they don’t command and control or rule out of fear or a control-based environment.” (11:03)

Discussion Questions:

1. Which of the 4 keys do you feel are most important for a successful career and why?
2. Should servant-leadership be a core competency of the HR function? Why or why not? Should HR or another function/team in the organization be responsible for leading the servant-leadership initiative?