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To The Table

Getting HR and L&D Into the
Decision-Making Room



From support function to strategic partner



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What's Keeping You Out?



Cultural Barrier

- Deeply embedded views
- Requires patience & alignment

Perception Barrier

- Specific leaders' views
- Shifted via quick wins

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Start With Quick Wins

- Solve a visible pain point
- Support a strategic priority
- Show measurable impact
- Enable a key leader's goal

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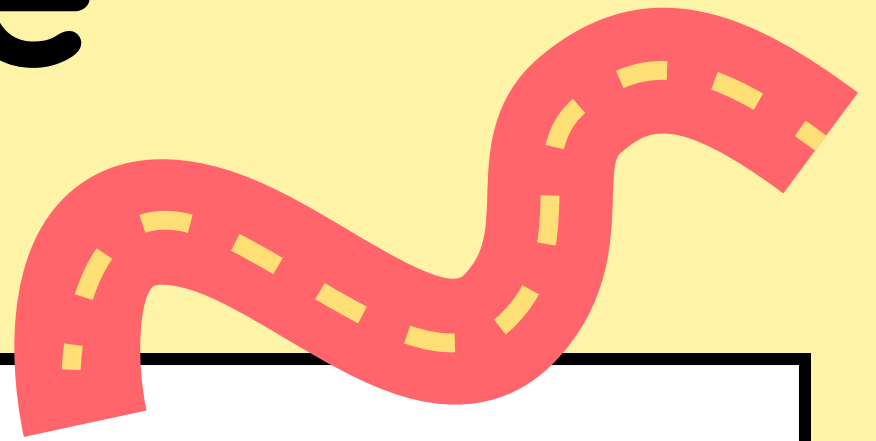
The Tactic

Stories + Talk: Case studies in workshops	Stories + Write: Narrative emails with examples
Data + Talk: Dashboards in meetings	Data + Write: Concise reports with KPIs

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Your Route to Influence



- Clarify value proposition
- Identify quick wins
- Tailor messages
- Engage in dialogue
- Build trust & earn your seat

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Reflect: Your Path to the Table

- What's your main barrier: culture or perception?
- Which quick win could you deliver in 60 days?
- Who are the 2–3 stakeholders you must win over first?



You've earned
your seat!



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