

# 14 Most Valuable Job Experiences For Growing Your Career in HR

#1

**HR generalist experience...**where you are the primary HR contact, go-to advisor, and/or the human resources member of the leadership team for a business, function or organization.

#2

**HR specialist experience...**in at least one key HR discipline like talent acquisition, OD, total rewards, HRIS or labor relations where you provide counsel and specialized expertise to the organization in that one area.

#3

**Experience leading an HR team** of direct reports...where you set the HR agenda for the group, deliver HR services through that team, and model the way as their leader.

#4

An **international HR assignment...**living in a country outside of the U.S. or where you're not a naturalized citizen, (e.g. Brazil, Russia, India, China or elsewhere) while delivering HR services in that country.

#5

**Start from scratch experience...**either launching a new brand HR function, or supporting a brand new facility, greenfield location or high tech start-up as an on-site HR leader with limited resources.

#6

**Fix-it, turnaround experience...** providing HR support to a poor performing operation under pressure (poor sales, troubled industry, major product/service problems, cost cutting, morale/workforce challenges, etc).

#7

HR experience in a **hyper-growth business** (think: Apple, Amazon)...where you're working in a charged up culture needing to attract key talent quickly, maintain high motivation and set up new or innovative HR practices.

#8

HR experience in a **mature business** (think: United Way, Ford, US Steel)... where you're challenged to retain key talent, raise engagement levels and maintain high motivation in a traditional or entrenched culture.

#9

HR experience in a **scale down scenario...**such as a selling/divesting a business or closing a HQ, plant or sales office where engagement must be sustained to deliver revenues, while downsizing and laying off talent.

#10

HR **field experience** at a site far removed from HQ... e.g. manufacturing plant, warehouse, distribution center, call center, field sales office — where you are making stand alone, day-to-day HR decisions impacting that site.

#11

HR **headquarters experience...**in a role at the main corporate office of the organization where senior management resides, big-time politics happen and key HR decisions are made impacting the entire enterprise.

#12

HR **consultant experience** where you market and sell HR services ...e.g., headhunting, coaching, consulting, OD or leadership development expertise to client organizations on a fee-basis to generate revenue.

#13

**Line experience** outside of HR...e.g. assignments in Sales, Marketing, Customer Service, Operations or in a small business where you're responsible for running an entity with partial or full P&L accountability.

#14

**Change management assignment...**leading a major transformation initiative crossing organizational boundaries or facing strong resistance ...(e.g. new HRIS implementation, changing the compensation program, new performance management process, culture change initiative, etc.)