

The Ins and Outs of HR: A Personal Insight from Ken Sutiak

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/EINPresswire.com/ -- Human Resources doesn't always have the best reputation in corporate America, but savvy business people respect the role of a good HR department in keeping their people happy and dedicated and their business running smoothly. [Ken Sutiak](#) is one of the people out there continually making HR look good by putting people first and resolving the issues that arise every day in the office. Sutiak has been developing a successful HR Management style for years, doing everything he can to create an efficient and approachable department.

HR sets the tone for the corporate culture of an office while also having to act as a mediator for conflicts that develop in the workplace, and Sutiak shares some of what he thinks are the necessary traits for doing so successfully.

Some think a good HR manager just needs to be a "people person" and the rest of the job will flow from that. Sutiak acknowledges the value of this innate trait but suggests there are some much more concrete and learnable skills needed to truly excel in HR.

Communication

Ken states that foremost, a good HR director needs to be a great communicator, and what this means will vary from situation to situation. A true HR professional needs to be versatile and able to converse with large groups, small groups and individuals of every walk of life with ease. Knowing how to deal with these diverse situations isn't easy, but it is a valuable, practical and very learnable skill.

Approachability

In modern corporate America, HR is frequently seen as the disciplinarian and being sent to HR is



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viewed in much the same light as being sent to the Principal's office in the school. [Sutiak thinks](#) this is a damaging perception that needs to be corrected to be an effective HR professional. Sutiak believes, "while there does have to be a line of professionalism, it's significant to connect with employees past the workplace." Making an effort to get to know your employees as individuals and making a human connection with them is essential to making them feel they can come to you with problems sooner rather than later.



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Vision

"A manager should be open to new ideas and strategize ways to achieve goals in the workplace," [explains Sutiak](#). "It takes time to research and network, but the end game is worth the effort." Success in corporate America absolutely requires vision and forethought. Taking time before delving into a new project and in setting long-term strategies pays dividends down the road. A clear plan makes it much more likely you'll be able to make the right move and keep your people on the right track.

Flexibility

While having a strong vision is key, being narrow-minded and unable to adapt to changing circumstances will weigh you down and keep your department from exceeding expectations. You have to be ready to change strategies and practices on the fly to conform to the best business practices and to the evolving needs of your corporation.

Sutiak believes "having the ability to think and conform to any last-minute changes is the build of an effective HR manager."

Passion

Inspiring others is another key to running a successful HR department, and there is no better way to inspire passion in others than by cultivating that passion within yourself. Employees, both within HR and without, will respond to your energy and dedication to the job, changing the environment from just another workplace to a place to build a real career. This is essential in getting the best out of your employees.

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