



# The Jersey Shore Association for Human Resources September Breakfast Meeting

## HR Strategy

Presented by Susan Russo, MHRM, SPHR, GPHR, SHRM-SCP

Susan Russo is a Human Resource professional with over 15 years of experience creating leadership development and employee engagement programs. Russo’s experience includes working with clients to help align their business and workforce strategies to best meet customer needs. She collaborates well with all employee groups, including individual contributors and executive VP leaders to identify and develop the knowledge, skills, and abilities necessary for organizational success. Russo led the human resources function at a small community business where she designed and administered leadership and employee engagement programs, employee benefits, and workplace policies. She also held Human Resource Business Partner leadership roles at Fortune 500 companies where she was a key contributor to global workforce planning, leadership development, and succession planning.

This session will provide tangible takeaways for HR Professionals to optimize the growth and productivity of their organizations through HR Strategy. Discussion methods will include:

- Create and align HR strategy with business needs
- Determine knowledge, skills, and abilities necessary for business success
- Partner with leaders to identify and develop top talent
- Leverage engagement best practices to drive retention and productivity

Learning Objectives:

1. Learn methods for creating impactful HR strategies and practices to create organizational value
2. Develop skillset for partnering with business leaders to appraise key business drivers and identify the talent necessary to increase productivity
3. Learn best practices for partnering with business leaders to identify high potential employees to retain and develop them for next level performance.

### About the Speaker

Susan Russo is an independent consultant who creates and delivers engaging and impactful leadership training and development programs to small and large audiences. Her work has been published by the Society for Human Resource Management (SHRM) and she was selected as a speaker for the Garden State Council SHRM annual conference multiple times. She is an Adjunct Professor of Strategic Human Resource Management, Organizational Behavior & Leadership, and Ethical Decision Making at the Fairleigh Dickinson University, Silberman College of Business. Russo earned her Master of Human Resource Management degree from the Rutgers University School of Management and Labor Relations. She is a certified Senior Professional of Human Resources (SPHR) and certified Global Professional of Human Resources (GPHR) through the Human Resources Certification Institute. She is a certified Lominger 360 review feedback coach through Korn Ferry. Russo is also certified as a SHRM-SCP through the Society for Human Resource Management and is an instructor for the SHRM certification preparation course. Russo currently serves as the President of the Board of Trustees for the NJ-RC Chapter of the Society for Human Resource Management.



Thursday, September 14, 2023

8:00 a.m. – 10:00 a.m.

8:00 | Networking & Breakfast

9:00 a.m. – 10:00 a.m. | Program

[Jumping Brook Country Club](#)

210 Jumping Brook Road, Neptune NJ

Kindly RSVP by 4:00 p.m. on  
Friday, September 8, 2023

online at:

<http://jsahr.shrm.org/events>

or [admin@jsahr.org](mailto:admin@jsahr.org)

or call JSAHR at 732-701-7155

### Registration Fees

Members - \$35

Non-Members - \$50

In-transition - \$25

Student - \$10 (with valid ID)

### Special Notice

*This program is pending approval for 1.0 SHRM PDC recertification credit and 1.0 HRCI General recertification credit.*

*JSAHR is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP.*

*JSAHR is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP.*

**If you would like to sponsor this or a future meeting, please contact us at 732-701-7155.**