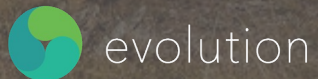




The Circle  
BY FOUNDERS CIRCLE CAPITAL

# Scaling Yourself and Redefining Growth

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WELCOME

## Today's Agenda

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Format - Reflection and Sharing

Focus :

- Identifying what matters
- Growth: Skills and Competence
- Burnout and motivation

# Current CHRO Data Points:

- 93% of CPO/CHROs have significant domain depth
- CHRO/CPO turnover continues to increase (16-22%)
- Founder CEOs are 3.5x more likely to select a CHRO/CPO w/o HR domain expertise
- Founder CEOs are 2x more likely to promote an internal HR professional into the role
- When making a move, 82% of CHROs have moved to a larger company (in revenue)
- 68% fortune CHROs are female

# Current CHRO Data Points:

- Three out of every four (76%) externally appointed CHROs/CPOs did not have experience in the sector of their new company
- CEO transitions increase CHRO turnover by 2x
- 33% of newly appointed CEOs turn their CHRO within 12 months
- Chief Human Resources Officer is most prevalent title - 43%  
Chief People Officer - 25% and  
generic Human Resources title - 25%.



# Current CHRO Challenges

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- EE engagement continues to decline 32% lowest in a decade
- 32% EEs plan to find new work within 12 months
- Career pathing continues to be challenging
- Burnout continues - 40% workers, 53% of managers
- Continued focus on headcount reduction/flatline
- Cuts in program spending
- Cuts in operations and techstack
- Unknown and pressure of AI to replace HC
- Compensation levers- base, bonus and equity!

# Impact on CHROs/CPOs

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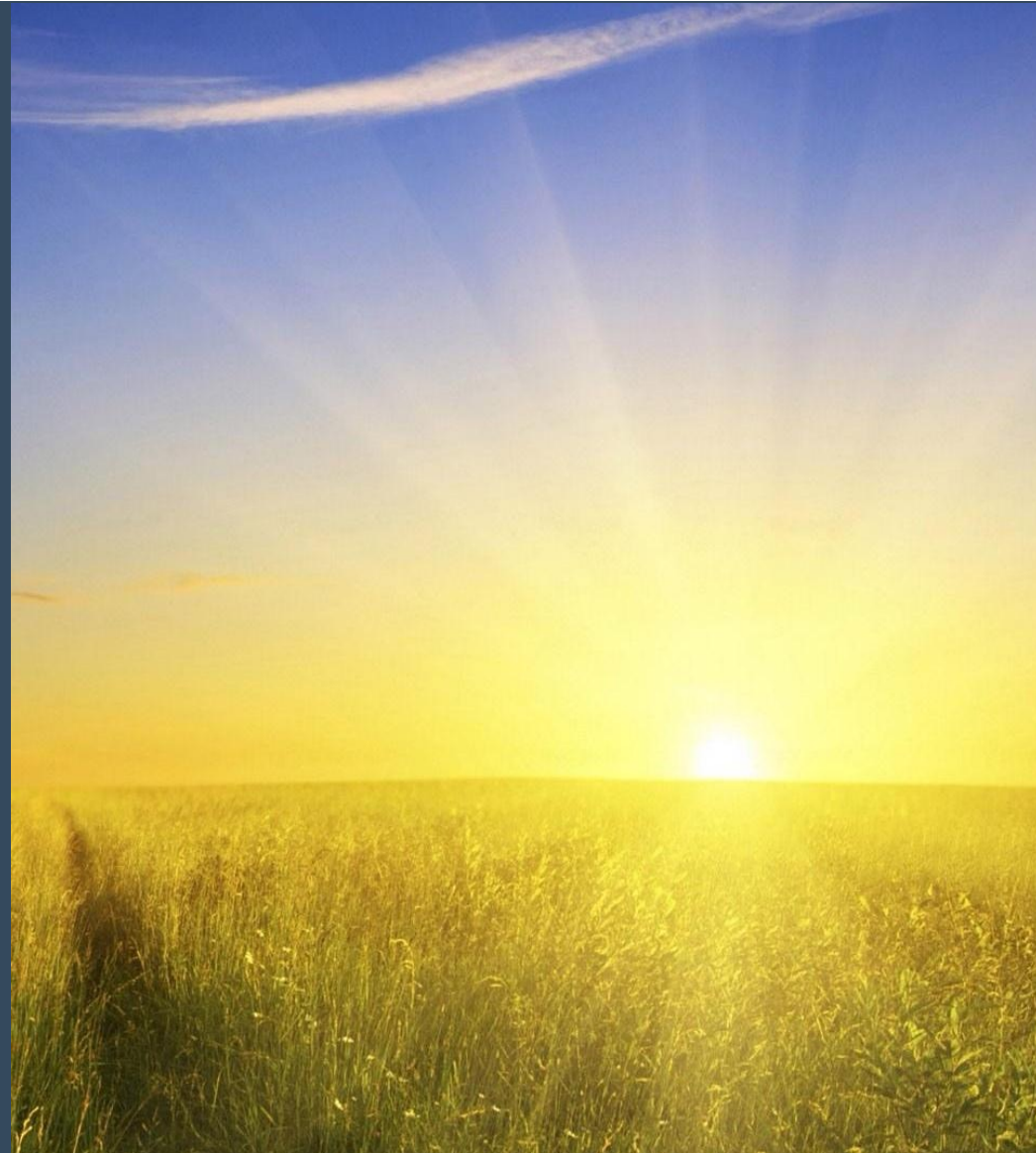
- Imposer Syndrome
- Isolation
- Lack of Trust
- Influencing
- Overwhelming Expectations
- Decision Making



# Reframing

“If a man is called to be a street sweeper, he should sweep streets as Michealangelo painted, or Beethoven composed music or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, here lived a great street sweeper who did his job well. ”

- Martin Luther King Jr.

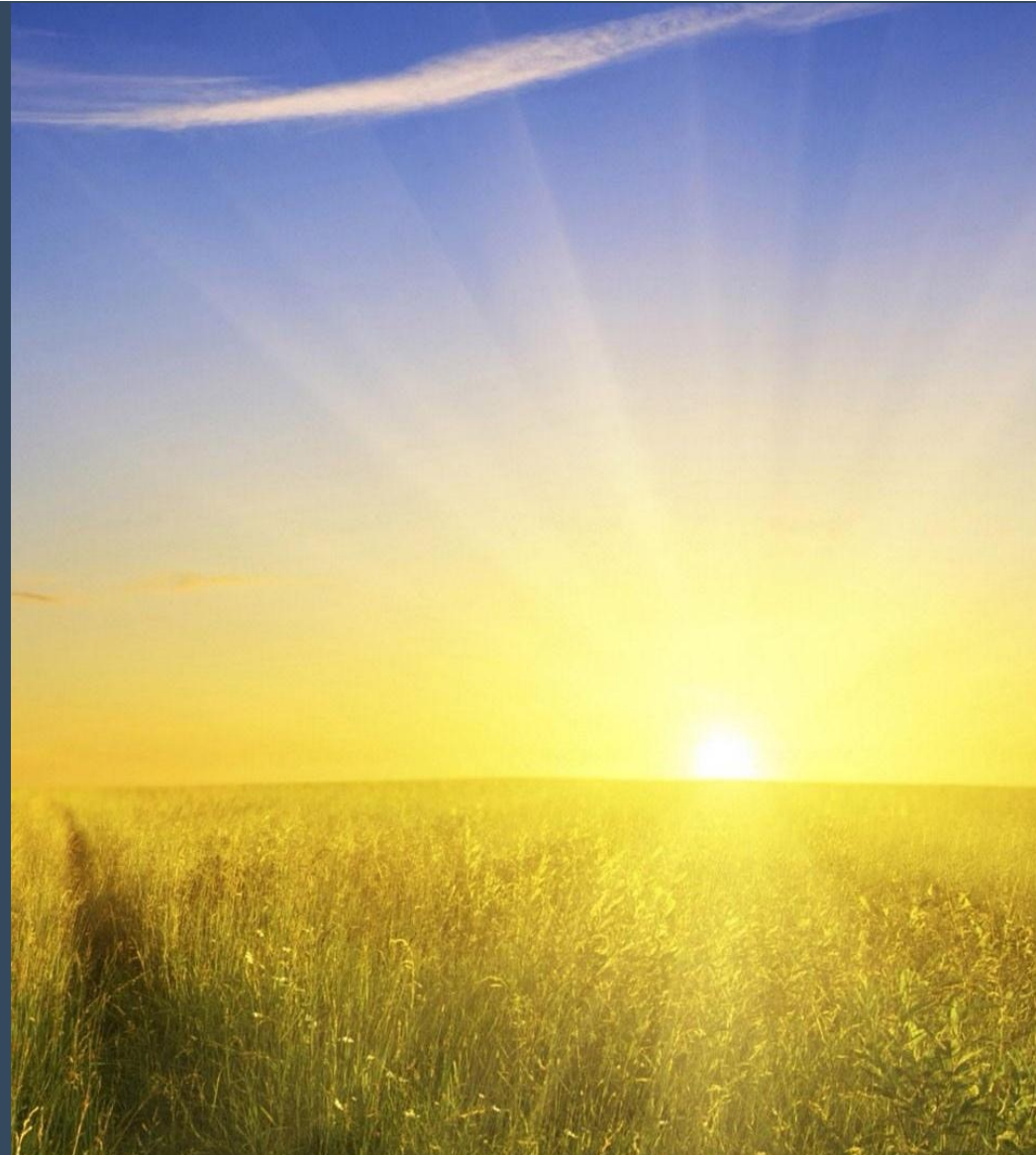




# #1 What Matters to YOU?

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- Growth comes in different forms
- Opportunities for growth are everywhere
- Is the growth currently in front of you also what's important to you?



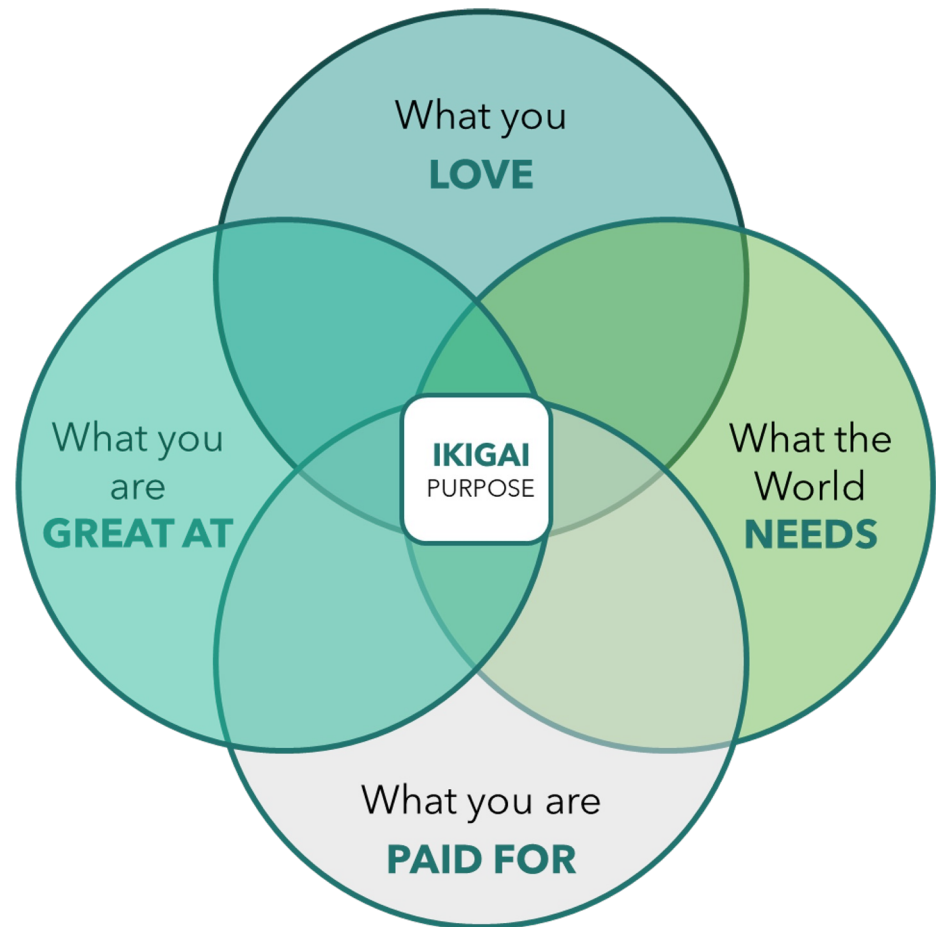
# IKIGAI

*Ikigai* (ee-key-guy) is a Japanese concept that combines the terms *iki*, meaning “alive” or “life,” and *gai*, meaning “benefit” or “worth.”

When combined, these terms mean: that which gives your life worth, meaning, or purpose.

Finding purpose in life is one of our most fundamental human needs. Yet, we all know the struggle of trying to unlock what we really want in life. The Japanese concept of *ikigai* can help with this. While no definitive translation exists, *ikigai* can be understood as a reason for being, or what makes life worth living.

Our *ikigai* is the intersection where passions and talents converge with what others need and are willing to pay for.



# IKIGAI

The overlap of what you love and what you are good at is your *passion*.

The overlap of what you love and what the world needs is your *mission*.

The overlap of what the world needs and what you can get paid for is your *vocation*.

The overlap of what you are good at and what you can get paid for is your *profession*.

Your personal “sweet spot” within this *ikigai* diagram would involve something you are passionate about, that you are also good at, that the world needs now, and for which someone will pay you.



# IKIGAI | Activity

In pairs, take turns sharing your thoughts around the components you see in your IKIGAI.  
(7 min each)



15 MIN



## #2 Growth

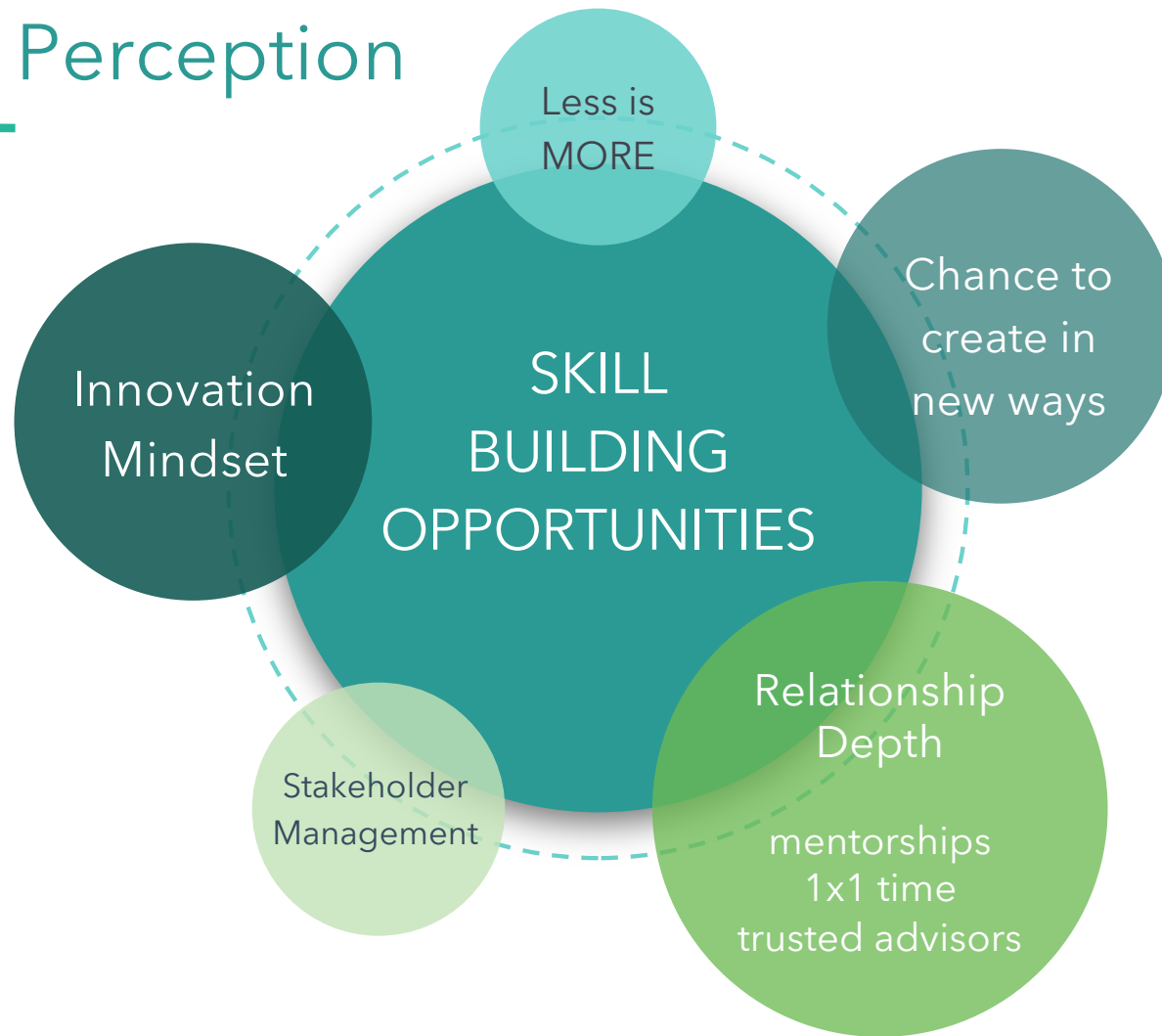
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- Finding growth during uncertain times
- Biggest growth generally comes in times of challenge, not ease



# Lens of Perception

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# Opportunity Example

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- Connecting "people" to business outcomes
- Data-driven decision-making
- Deep understanding of the business model
- Aligning people initiatives effectively requires insights into the company's financial health and drivers.

# SKILLS

## Activity



15 MIN

Groups of 3 or 4  
Discuss:

- ❖ What opportunities for growth can you create or refocus on to better align with the things you identified in your earlier conversation?  
(7 min each)





## #3 Burnout and Motivation

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### BURNOUT

- Energy management
- Carve out "sacred yes" time
- Be realistic 4 hrs vs 24 hrs

### MOTIVATION

- Self-Awareness
- Intrinsic vs. Extrinsic
- Time

# References:

[Re-Elevating the CHRO Role: How Strategic HR Leaders Unleash Workforce Potential, Slayton Search Partners](#)

[Disengagement Persists Among U.S. Employees – Gallup](#)

[More Than 50% of Managers Feel Burned Out – Harvard Business Review](#)

[CHRO Trends Report – The Talent Strategy Group](#)

[Here's how long the average CHRO holds onto their job - Fortune](#)

[LinkedIn post and Survey by David Hanrahan](#)

Thank you

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