

Intrinsic HR

OVERVIEW OF SOLUTION



Building the bridge between HR practitioners, organizational leaders, and individual contributors to foster inclusion.

The employee experience is shaped long before engagement surveys are completed or turnover occurs; it is built through everyday interactions, leadership behaviors, communication, support systems, and organizational culture. *Intrinsic HR* provides an approach that equips practitioners to navigate engaging employees in a complex working world. *Intrinsic HR* explores how managers and Human Resources must work collaboratively as strategic partners to create a consistent, engaging, and human-centered employee experience across the entire employee lifecycle.

Participants will examine the distinct, yet interconnected roles HR and leaders play in influencing trust, belonging, development, communication, recognition, well-being, and performance. Through experiential dialogue, workplace scenarios, reflection exercises, and collaborative problem-solving, participants will identify how stronger alignment between HR and managers can reduce friction, improve retention, strengthen culture, and increase employee engagement.

The *Intrinsic HR* interactive learning session focuses on transforming the employee experience from transactional to transformational by creating shared ownership between HR, leaders, and employees. Practitioners learn to effectively optimize and accelerate the performance and potential of all employees, resulting in a positive culture, organizational brand, and business results.