

# Mission Ready

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## How Many CEOs Have Come From HR?

In the Marine Corps, plenty. Many a General can point to his or her tour of duty in Human Resources as a pivotal assignment in their career.

Human Resources is a launching pad for future success within the Marine Corps. Although the recruiting and training assignments are difficult tours of duty, every Marine considers it a good career move to accept the challenge.

That's because no organization reveres Human Resources as much as the Marine Corps. It may come as a surprise to you that - in such a rough and tough combat organization - a tour of duty in Human Resources represents the peak of a Marine's career. Recruiting and Training are considered the two most sacred functions of this legendary brotherhood, and only the very best Marines are asked to take on these crucial tasks.

Why should it be any different in the business world? Surely the challenges are similar. HR must: a) recruit individuals who will be a credit to the company; b) train them to prevail on the competitive "battlefield" of the marketplace; and then c) retain them so that they don't take their talents elsewhere.

But, would a top performing salesper-

son, for example, be flattered by an offer from senior management to go into HR for a year, in order to recruit or train new employees? Would it be considered a good career move? If the answer is "No," - and, sadly, it often is - then that organization simply doesn't get it.

HR professionals have the most important job in any company, whether upper management knows it, or not. HR is the foundation of an organization's success or failure. The burden of the HR professional is enormous, and the consequences of failure are fatal to the corporation. Sadly, it is often the case that only the HR professional is aware of his or her awesome responsibility.

More companies should follow the Marine Corps example, where HR is considered the zenith of one's career. After all, if the world's most elite fighting corps exalts Human Resources, why shouldn't your business?

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"A highly informative and motivational speaker on human resource topics no one should miss." **Roland Carriveau, Board Member, PIHRA (Professionals in Human Resources Assn), Santa Clarita, California**