

# Member Profile

## Theresa Henriksen, CPHR

### What has been your biggest lesson as an HR Professional?

Change is the one constant. Regardless of industry, businesses need to continue to evolve and shift to sustain themselves, and there will always be impacts to the people on the teams where HR can add value to the process. From supporting and planning communication strategies to organizational design and future planning, recruitment strategy through succession planning, and sharing the 'people lens' on business operations as they fluctuate, there is always something that will present an opportunity to make a meaningful contribution.

### If you could change one thing about yourself, what would it be?

Slow down and be more disciplined with taking things on. Okay, maybe that's two things – to me, they go hand in hand. I tend to want to jump right in on projects and enjoy having variety in my tasks, and it sometimes gets me in a bit of trouble. I'm often taking a step back to manage my priorities and determine what I can delegate or negotiate to ensure everything gets the appropriate attention.

### What do you most value in your workplace?

Relationships — 100%, absolutely critical component for me in the workplace. Being able to foster and have positive relationships with my colleagues to feel trusted, respected and valued, and know that we have open communication to share ideas and work towards common goals makes a world of difference.



*"I'm a member to stay connected with the HR community and maintain a professional network to share information and continue learning in the field. Having the opportunity to volunteer and help add value to other members has been a really fulfilling part of being on the VI Advisory Council." — Member since 2000*

### What is your favourite quote?

*"There's no growth in the comfort zone and no comfort in the growth zone." — Steve Clark.*

This quote was shared with me early in my career and helped me accept that it was okay to be uncomfortable when trying something new and it wouldn't always be perfect right out of the gate.

### What would you tell your 21-year-old self?

Trust your instincts and ask lots of questions — don't underestimate the value you can bring to situations by sharing your perspective and asking questions that make people think about what's going on and what the extended impact will be of choices that are made.