

## Member Profile

### Tammy Khanna, CPHR

#### What does the CPHR designation mean to you?

Achieving my designation was an accomplishment during a very difficult time in my life and it has equipped me with the skills to become a strong leader for my agency and in my HR community. I am really proud of my CPHR designation!

#### What do you believe is the most common HR myth?

That anyone can do HR! When an employer decides to implement an HR position, it shouldn't just be about drawing the short straw! Hiring for an HR position should be a strategic decision based on skills and expertise that reflect the needs of the organization. Together in partnership with CPHR BC & Yukon, we must continue to promote and enhance the HR profession to ensure it receives the professional recognition and status it deserves.

#### What inspires you most about the HR profession?

Meeting other HR professionals! The work that is being done in HR is amazing and there are so many very talented HR professionals leading the way. I am inspired meeting people at networking events and hearing about projects, accomplishments, and successes etched out from really difficult situations. At the Victoria Members Only Breakfast people continuously offer their expertise to support another member who may have a question, need a resource or help finding a connection to their first HR job.



*"The reason I am a member of CPHR BC & Yukon is the networking opportunities and the opportunity to connect people together" — Member since 2003*

#### What advice do you wish someone had given you earlier in your career?

Always ask a question! It helps to gather the necessary information to make a good decision. I think it is also a respectful way to move through a really difficult conversation and can often help to change the mood in the room.

#### What is your favourite business or self-help book?

Always Brené Brown! And I am also reading *The Culture Code* by Daniel Coyle. It is an excellent read that examines where great culture comes from and how to build and sustain it. Some fascinating examples! Highly recommend for anyone looking to enhance the culture in their workplace.