

LeadingAge Virginia

Strategic HR LEADERSHIP SERIES

3 NAB | 3 HRCI ✓

11:00 AM - 12:00 PM
MAR 10, MAR 17, MAR 24

Andrea McDade
Founder & Principal Consultant

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CORESTRATEGY HR SOLUTIONS
TRANSFORM. ALIGN. ACHIEVE.

This program has been approved for Continuing Education for 3 total participant hours by NAB/NCERS—Approval #20270309-3-A117982-DL.

1 NAB and 1 HRCI credit will be awarded per full session attended.

About the Series:

You're doing everything you can to support your teams, yet workforce challenges keep piling up: turnover, inconsistent performance, gaps in leadership readiness, and the pressure to meet today's needs while preparing for what's next.

If you've ever felt stretched thin trying to balance all of it, this series is designed with you in mind.

This three-part learning experience gives you a clear, strategic path forward using CoreStrategy HR Solutions' Transform. Align. Achieve. approach. Each session builds on the last so you can strengthen your organization's talent capacity; not by adding more to your plate, but by giving you a framework that works.

Sessions:

- **From Compliance to Strategic Partner: Transforming HR's Value**
Elevate HR's role so it contributes to decisions that shape culture, performance, and long-term stability.
- **Leading Multi-Generational Teams: Aligning Performance and Rewards**
Lead diverse teams, connecting expectations, coaching, and recognition in ways that actually motivate people.
- **Building Sustainable Leadership and Talent Capacity**
Put systems in place that grow leaders, strengthen teams, and create organizational resilience.

This series is about helping you do what you've always wanted to do. We'll help you build a place where people can do their best work...and stay.

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Individual session information is detailed on the following page.

SESSION 1:

March 10 | 11:00 am – 12:00 pm EDT | 1 NAB Credit | 1 HRCI Credit

From Compliance to Strategic Partner: Transforming HR's Value

If you've ever felt like your work is only noticed when something goes wrong, or that your strategic ideas don't carry weight because compliance demands take up all the oxygen, you're not alone. Many HR leaders are expected to manage risk flawlessly while also proving their value in ways that leadership can easily see and trust. It's a difficult balance, especially when compliance risks often stay hidden until an audit brings them into the spotlight.

This session helps you shift that dynamic. You'll learn a practical framework for elevating HR's role so you're not just responding to issues, but shaping decisions that influence culture, performance, and long-term stability. Instead of feeling stuck in an administrative lane, you'll gain tools to clearly demonstrate the strategic impact HR delivers every day.

SESSION 2:

March 17 | 11:00 am – 12:00 pm EDT | 1 NAB Credit | 1 HRCI Credit

Leading Multi-Generational Teams: Aligning Performance and Rewards

It's hard to build a strong workplace when people can't see how their daily work connects to the organization's mission—or when performance conversations get stuck in tasks instead of purpose. Add in the realities of a multi-generational workforce, where expectations for feedback, structure, and recognition vary widely, and it becomes even harder to create clarity, consistency, and motivation across teams.

This session helps you bridge that gap. You'll learn how to make the "why" behind the work visible, connect individual contributions to organizational goals, and design performance and rewards systems that resonate with employees of all ages. Instead of guessing what different groups value, you'll leave with a practical framework that brings purpose, expectations, and recognition into alignment.

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SESSION 3:

March 24 | 11:00 am – 12:00 pm EDT | 1 NAB Credit | 1 HRCI Credit

Building Sustainable Leadership and Talent Capacity

When positions stay open for months, teams stretch themselves thin. When hiring feels rushed, the wrong candidates slip through. When new employees leave early or there's no path to grow internal talent, the cycle starts all over again. Many senior living organizations live in this pattern. It's not because they lack commitment, but because they lack sustainable talent systems that support long-term stability.

This session helps you break that cycle. You'll learn how to build a cohesive approach to talent acquisition, development, and succession planning so your organization can grow its own leaders, strengthen hiring decisions, and reduce the constant churn. Instead of relying on quick fixes or perpetual recruiting, you'll gain tools to create predictable, long-term workforce capacity.