



The Wholehearted HR Leader:

The best version of yourself

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Managing the "Emotional Labour"

HR is often the "**shock absorber**" of the company. You take the hits from leadership and the complaints from staff.

The Resilience Toolkit:

Boundaries

You cannot pour from an empty cup. Legal boundaries protect the company; personal boundaries protect you.

Emotional Intelligence (EQ)

The ability to stay calm when a termination meeting goes sideways or a grievance is filed.

Good HR avoids lawsuits; Great HR builds a culture where lawsuits don't even cross people's minds because they feel seen and respected.



The Currency of Trust

Trust isn't built on being right; it's built on being **reliable and empathetic**.



Telling a CEO 'No'

...in a way that preserves the relationship.



Know Your Options

The best "evidence" in any dispute is often the conversation that happened before the conflict escalated.

The Law is Your Compass, Not Your Cage

Knowing the law isn't about looking for reasons to say "**No.**" It's about knowing exactly how far you can go to say "**Yes.**"

Credibility is Earned in the Details



To influence the C-Suite, your "**heart**" must be backed by "**hard**" **data** and legal literacy.



When you know the law and case-law inside out, you don't have to hide behind a policy manual. You can speak with the authority that invites trust.

🗉 **BUT IT IS OK NOT TO KNOW IT ALL.....**



Psychological Safety through Legal Certainty

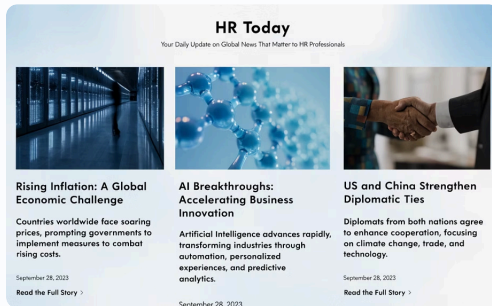
Fair & Consistent Rules

Employees feel safe when they know the rules are fair, consistent, and legally sound.

Leader as Protector

A leader who doesn't know the law is a liability; a leader who masters the law is a protector.

Beyond the Law Reports: The Power of Current Affairs



Why It Matters

Economic shifts, geopolitical tension, and AI advancements aren't just "news"—they are the precursors to restructuring, burnout, and hiring surges.



The HR Advantage

When you understand the why behind a business pivot (e.g., inflation rates or supply chain shifts), your advice moves from **"compliance-heavy"** to **"business-critical."**



Building a "Mental Library"

Diversify your intake: Don't just read employment law updates. Read about psychology, behavioral economics, and leadership. The **"Wholehearted"** Reading List – Any books you recommend?



GET OUT!

- The Office is a Filter, the Floor is the Truth
- Network Beyond the Echo Chamber
- The "Coffee over Email" Rule