



ALSHRM ANNUAL STATE CONFERENCE 2026

All Hands on Deck: Make You New™

A Leadership Reset for Today's HR Professional

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DATE
August
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TIME
2:15
PM

LOCATION
Fairhope,
Alabama

WELCOME

01 About This Session

"What if the person who needs renewal most... is you?"

You are the one everyone depends on. You navigate the crises, absorb the stress, and chart the course for your organization's most valuable asset: its people. But when was the last time you checked your own coordinates?

This session is not another HR compliance lecture. It is a leadership experience — part TED Talk, part executive workshop — designed specifically for HR professionals who are ready to lead themselves as intentionally as they lead everyone else.

10

Roles HR professionals carry simultaneously

6

Intersections no other department navigates daily

1

Framework to reset, renew, and lead forward

OBJECTIVES

By the end of this session, you will:

- Identify the invisible load you are currently carrying as an HR leader
- Understand why HR professionals carry more than any other department
- Learn the four pillars of the Make You New™ Framework
- Shift from Old HR behaviors to Future HR capabilities
- Leave with a personalized Monday Morning Leadership Plan

02 The Make You New™ Framework

Four pillars. One transformation. A leadership practice built for where you are right now.

AWARENESS

A

Know where you are.

You can't change what you won't acknowledge. Awareness requires the courage to look at the map and admit you are lost.

REFLECTION

BOLDNESS

B

Choose your direction.

Boldness is not the absence of fear. It is the decision that your future is more important than your comfort.

REFLECTION

AUTHENTICITY

A

Lead from who you are.

You cannot lead powerfully while leading pretending. Authenticity is removing the armor that no longer serves you.

REFLECTION

RENEWAL

R

Become who your future requires.

A renewed leader pours from overflow, not from empty. Renewal is the daily discipline of self-investment.

REFLECTION

03 From Old HR to Future HR

The HR profession is not what it was five years ago. The leaders who will thrive in the next decade are not the ones who work harder — they are the ones who lead differently.

OLD HR	FUTURE HR
Problem Solver	Capability Builder
Answers every question	Builds leaders who solve problems
Carries everything	Builds systems
Keeps people happy	Builds healthy organizations
Control	Influence
Perfection	Progress
Having Answers	Asking Better Questions
Managing	Developing

YOUR SHIFT

Where do you most need to move from the left column to the right?

04 Your Leadership Tools

THE MONDAY MORNING LEADERSHIP AUDIT

- 1 What matters most this week?

- 2 What am I carrying that isn't mine?

- 3 Who do I need to coach instead of rescue?

- 4 Where do I need courage?

- 5 What will success actually look like Friday?

01**I AM LEAVING BEHIND**

_____**02****I WILL STRENGTHEN**

_____**03****MONDAY I WILL**

I am aware. I am bold.

I am authentic. I am renewed.

I lead myself as intentionally as I lead everyone else.

CONTINUE THE VOYAGE

05 Connect & Resources

CONNECT WITH ANDREA

-  LinkedIn: Andrea Lewis, PHR
-  Website: MakeYouNew.com
-  Newsletter: Make You New Weekly
-  Community: Make You New Circle

RECOMMENDED READING

-  Dare to Lead — Brené Brown
-  The Fearless Organization — Amy Edmondson
-  Essentialism — Greg McKeown
-  The Burnout Epidemic — Jennifer Moss

30-DAY MAKE YOU NEW CHALLENGE

The voyage doesn't end here. Join the 30-Day Challenge.

Week 1: **Awareness** — Audit your time and energy. | Week 2: **Boldness** — Set and hold one new boundary. | Week 3: **Authenticity** — Have one courageous conversation. | Week 4: **Renewal** — Establish one sustainable recovery habit.

The leader your organization needs...
needs you first.

SHARE YOUR MOMENT

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