



WORKFORCE TODAY NEWSLETTER – December 2021

(A take on the Editorial by Francis Pharcellus Church, of the New York's *Sun*, September 21, 1897)

Yes, Virginia, There Is Great HR

Virginia, your friends are wrong about HR. As skepticism of today's working age has affected how people see the measured intelligence and capabilities of HR, it can be told that the truth and knowledge we bring to the boundless world and universe is immeasurable.

Yes, Virginia, there is great HR. It exists in the devotion and generosity we endeavor every day to serve life by creating the highest sense of joy for those at work, and now, at home. Alas! How dreary would work be if there was no HR. It would be as dreary as if there were no communities of problem-solving teams, leadership groups or entrepreneurial small businesses. Without HR, there would be no employee focus, Mission based initiatives, nor heart in decision making. It is with HR that the intolerable becomes tolerable, the lack of enjoyment becomes fulfillment, and the sense of sight becomes brilliantly clear.

Not to believe in HR! You might as well not believe that the holidays bring forgiveness and a new dawn to our senses. There are times when HR feels as if nobody sees what we do, that there is no sign of HR in our working communities. But do you "see fairies dancing on the lawn? Of course not, but that is not proof that 'HR' is not there" (Church, 1897). We are there, in presence, service and action. HR brings everlasting humility to the servant leadership values we bring to our work, which is truth to those we serve.

Is HR Real? Ah, Virginia, there is nothing in this world that is as real or abiding. (Church, 1897)

No HR! We live now, and we will live and serve forever. A thousand years from now, even ten times ten thousand years from now, HR will continue to make glad the hearts and working environments of those we serve. (Church 1897).

Yes, Virginia, there is great HR!

Happy Holidays – Gary Convertino, Ed.D., SHRM-CP/PHR, CPC – Director, Workforce Development

Reference: "Yes, Virginia, There Is A Santa Clause". Church, Francis. New York's *Sun*. September 21, 1897.