

# The Aristocracy of HR

*HR otherwise would be uncivilized...*

## **The Aristocracy of HR Disclosure Statement**

The Aristocracy of HR is a labor of love for me. It will forever be the project that I was summoned to do but never anticipated its impact. When I started this blog as a member of Toolbox for HR back in September 2011, I did it as a prompt to elaborate on my increasingly popular HR-related tweets on Twitter. With no expectations of popularity, I wrote my first blog post and suddenly realized that people actually cared about what I had to say.

In any event, I haven't stopped writing since. In fact, my writing has increased immensely. With time and effort, I have grown this blog to a globally-recognized and well sought-after platform for sharing Talent Management best practices and my perspectives on everything HR, business, life and everything in between. This blog has afforded me many opportunities varying from being on social media teams to being quoted in major publications.

My first priority when it comes to "The Aristocracy of HR" is to provide real, relevant and useful information on best-in-class talent management practices and strategies for improving both your business and HR acumen. There is no intention to ever charge readers for access to my material. However, writing can be laborious and to offset both my time and cost for publishing this material, I may offer selected strategic partners the ability to both advertise and/or sponsor this blog. Notice, I say "strategic partners" because I am extremely particular about who I align and do business with.

In addition to "The Aristocracy of HR", I contribute to and/or write for other blogs and publications. Some of these opportunities are paid and some of them are not. My influence on these blogs and publications are subject to the editorial parameters, guidelines, and practices of those companies and as such, I may or may not be able to reproduce this material for "The Aristocracy of HR". For more on the blogs where I contribute and publications where I am quoted, see my media kit.

It is quite possible that I will participate in an affiliate program. These programs allow me to make some money based on the traffic driven from this website. This income is negligible and not a sole source of my income, but it is appreciated.

Due to my influence, I will be offered samples or full-size products for my review. I am not paid to give a glowing review for these products nor do these product companies endorse my brand. If I don't believe in a product, you will never hear about it. However, if it is great and it can also help you- I am happy to share it and may do so on this blog. I will not discount the possibility of endorsing a product or company on this blog, but will state that it will be in full disclosure and done with tact.

Lastly, as I establish myself as both an entrepreneur and speaker, it is likely that I may be paid to speak, appear on panels and collaborate on other media related fronts with strategic partners. Payment for my services or participation may be subsidized travel expenses, free registration or any reasonable remuneration as deemed applicable by the organization. Please know that I am out here speaking and getting involved in events to shift the way practitioners and decision makers think about their businesses, talent and the discipline of HR. If this brings different levels of remuneration to me, I am thankful. However, my guiding force is and will always be to provide a fresh perspective on all things HR and business.

In conclusion: I have developed a brand I am proud of and happy to share with the world. I intend to make an honest living doing everything I have disclosed in this statement and will promise to keep you updated as things evolve. Thanks for taking this journey with me. Your readership and support of "The Aristocracy of HR" and me is greatly appreciated.

If you have any questions, feel free to contact me at [thearistocracyofhr@gmail.com](mailto:thearistocracyofhr@gmail.com).