

# HR Competency Development Planning Tool



## HR COMPETENCY DEVELOPMENT PLANNING TOOL | THE RBL GROUP

Designed to help HR professionals build competencies that improve their abilities and credibility as an HR professional as well as enhance their ability to have an impact on overall business results, the HR Competency Development Planning Tool is the perfect complement to the RBL HR Competency Assessments.

The HR Competency Development Planning Tool includes two learning modules that help participants better understand how the greater business context relates to HR's activities and understand the findings of the latest round of the largest global study on HR competencies. The online tool concludes with a comprehensive action planning module that focuses participants on building individual understanding of how HR contributes to the business and how each participant can change to become more effective in their role.



The HR Competency Development Planning Tool is an online learning and individual development planning tool.

## WHAT'S INCLUDED

### Business Context and Research Highlights

The first section of the Online Development Tool provides an in-depth discussion of the HR Competency research and how it applies to HR professionals that is grounded in RBL's straightforward model, linking global business challenges to the HR professional in a way that helps them make the connection between the business and their everyday actions.

## WHO WOULD BENEFIT

HR professionals taking The RBL Group's HR Competency Assessments who want to get greater understanding of the competencies needed by high-performing HR professionals and departments and build action plans to help them strengthen their personal competence and contribution to the business.

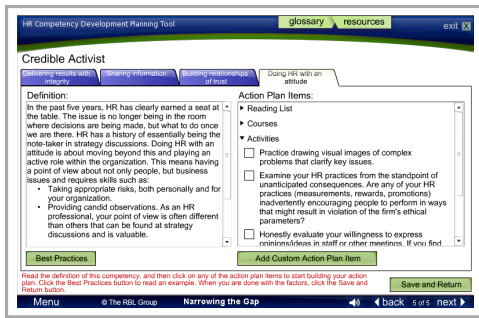
### Highlights

- ▶ Based on the largest global study of HR competencies
- ▶ Online development tool
- ▶ Robust action planning wizard that includes development suggestions and real world best practice examples.
- ▶ Participants are eligible to receive 3.0 hours of HRCI recertification credit

For additional General Credits, contact The RBL Group.



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

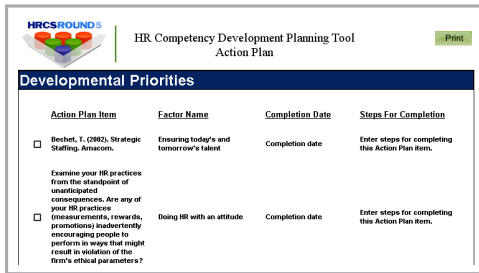


## Action Planning Wizard

The action planning module walks participants through the process of creating an action plan by helping them identify critical competencies they can build for greater success, then select specific actions they can take to build their ability to contribute.

For each factor within the HR Competency Model, the action planning wizard includes:

- Factor Definition: more information on what that factor entails.
- Best Practices: examples of how each factor has been executed effectively within a company.
- Lists of suggested readings, courses, and activities to help in the action planning process.



The final action plan provides participants with a short term plan that includes goals, dates, and steps needed for completion, as well as a list of additional resources to help as they continue to build their personal HR capability.

## RELATED OFFERINGS

### Custom Education

Build knowledge and skills required to improve abilities and credibility through our custom education programs. We collaborate with clients to combine program blocks into powerful customized programs, with varying program lengths and customized segments to meet each client's specific needs and to launch future success.

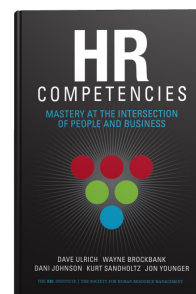
### HR Competencies Pilot Package

Consider a pilot package to get greater impact. Pilot packages include:

- HR Competency Assessments
- Individual and Group reports
- *HR Competencies* book
- 1 hour of professional group coaching

### HR Competencies Book

Published in 2008, *HR Competencies* provides a comprehensive review of the global research on HR professional and leadership competence, and answers the question: "What knowledge and skills distinguish high performing HR professionals?"



## FOR MORE INFORMATION

For further information about the HR Competency Development Planning Tool, please call us at 801.616.5600 or email us at [sales@rbl.net](mailto:sales@rbl.net)