

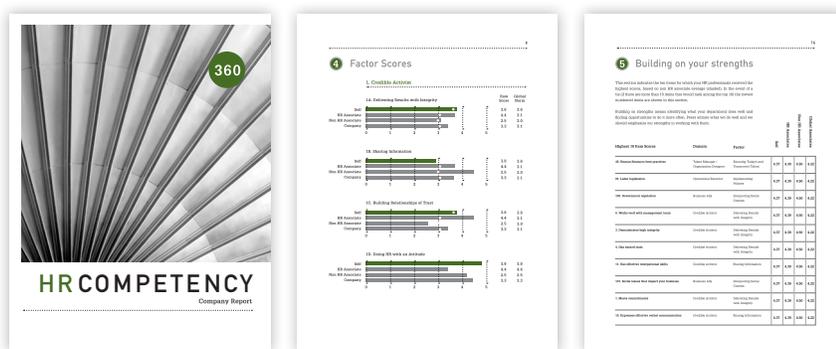
# HR Competency Assessments



## HR COMPETENCY ASSESSMENT | THE RBL GROUP

For twenty years the Human Resource Competency Study (HRCS) has answered the question: "What knowledge and abilities are necessary for successful HR professionals?" Over 40,000 individuals have participated in the HRCS since inception, making this the largest global study on HR competencies ever completed.

Based on this research, the RBL Group has developed the HR Competency Assessment – an integrated toolset designed to accurately assess HR professionals and organizations against the largest global HR competency database in the world.



All versions of the HR Competency Assessment include a detailed individual report.

### Which Version is Right for You?

Three versions of the HR Competency Assessment are available to both individuals and organizations. All versions now include individual reports and access to the HR Competency Online Toolkit.

#### HR Competency Self Assessment

Our self-rated assessment allows individuals to compare themselves against our global research benchmark and norms.

#### HR Competency Self and Supervisory Assessment (180 degree)

An assessment that incorporates both self and supervisor's perspectives on strengths and opportunities for improvement and compares ratings with our global research benchmark and norms.

#### HR Competency 360 Degree Assessment (Multi-Rater)

Our most comprehensive assessment provides individuals with the opportunity to compare their self ratings with the perspectives of their supervisors, HR colleagues, and non-HR (line management) associates as well as our global research benchmark and norms.

## WHO SHOULD PARTICIPATE

HR Organizations, teams and individual professionals who are looking to benchmark their performance and professional relationships, to better understand their strengths and needs for development, or to better understand how they are viewed by HR or line management colleagues.

### HIGHLIGHTS

- ▶ Available as multi-rater (360°), self, and self and supervisor (180°) assessments
- ▶ Based on the largest and most comprehensive global study of HR competencies
- ▶ Comprehensive individual and organization level reports
- ▶ HR Competency Development Toolkit

RBL completed round five of the HRCS in 2007 in partnership with the University of Michigan and with the assistance of regional HR associations.



## FOR MORE INFORMATION

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

## Six Competencies that Matter Most

Round five of the HRCS has produced a clear model for competencies needed by high-performing HR professionals and departments:

**1. Credible Activists:** High performing HR professionals are credible and proactive.

**2. Culture and Change Stewards:** High performers understand, respect and evolve the organization through improvements in HR systems and practices.

**3. Talent Manager / Org. Designers:** High performers are effective developers of both individual employees and the teams and organizations they support.

**4. Strategy Architects:** High performers are effective business partners in building winning business strategies, by linking people and organization practices to competitive requirements.

**5. Operational Executors:** High performers effectively and efficiently administer the day-to-day work of managing people inside an organization.

**6. Business Allies:** High performers understand both the business and external and industry factors that influence success.

### RELATED OFFERINGS

#### Facilitated Development Sessions

A broad range of workshops are available to help organizations and groups review their HR Competency feedback and build powerful improvement plans. These sessions are led by highly experienced, expert senior RBL consultants and provide a:

- Practical, comprehensive review of the HRCS research
- Step-by-step action planning process that helps individuals and teams review results, identify priority development areas, and create action plans
- Hands on knowledge, skills and tools for professional improvement and development

#### The HR Competencies Pilot Package

To get you started, we've created the HR Competency Study Pilot Package. The pilot package includes:

- 10 HR Competency assessments
- 10 individual reports
- 1 Group Feedback Report
- 1 Hour of professional coaching
- 10 copies of the book: "HR Competencies" (2008)

#### Executive Coaching

We are pleased to provide RBL consultants as executive coaches for HR leaders who have specific questions or would like more detailed guidance.

### ADDITIONAL OPTIONS

#### HR Competency Development Toolkit

The HR Competency Toolkit, optional with all assessments, provides an online development-planning tool with in-depth discussion of the six competency areas and an action-planning wizard designed for individuals. Participants may qualify to receive HRCI credit.

#### Organization Report

The organization report is used to identify organizational strengths & weaknesses and determine how non-HR raters and HR raters view the organization on an aggregate level.