

New HRCS 8 Competency Model Focuses on Simplifying Complexity

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Key Takeaways:

- *HRCS Round 8 focused in greater detail on understanding the competencies that are critical for strategic business partnering that impacts business results and on the organization capabilities HR helps deliver.*
- *Five domains were identified in round eight of the research: Simplifies Complexity, Mobilizes Information, Fosters Collaboration, Advances Human Capability, Accelerates Business.*
- *HR professionals champion diversity, equity, and inclusion.*

For over 34 years the HRCS has empirically defined the competencies of HR professionals and how these competencies impact personal effectiveness and business performance. The HRCS 8 study—

hosted by The RBL Group, Ross School of Business at the University of Michigan, and [19 regional partners](#) across the globe— surveyed over 27,000 participants rating the competencies and performance of more than 3,500 HR professionals and more than 1,500 organizations. The results simultaneously build upon insights from prior rounds and generate [new insights for HR competencies](#). Below is the new HR competency model.

Accelerates Business

This domain captures the extent to which HR professionals are able to accelerate business results. To add value, HR professionals must generate competitive market insights, have personal capital, have the skills to influence the business,

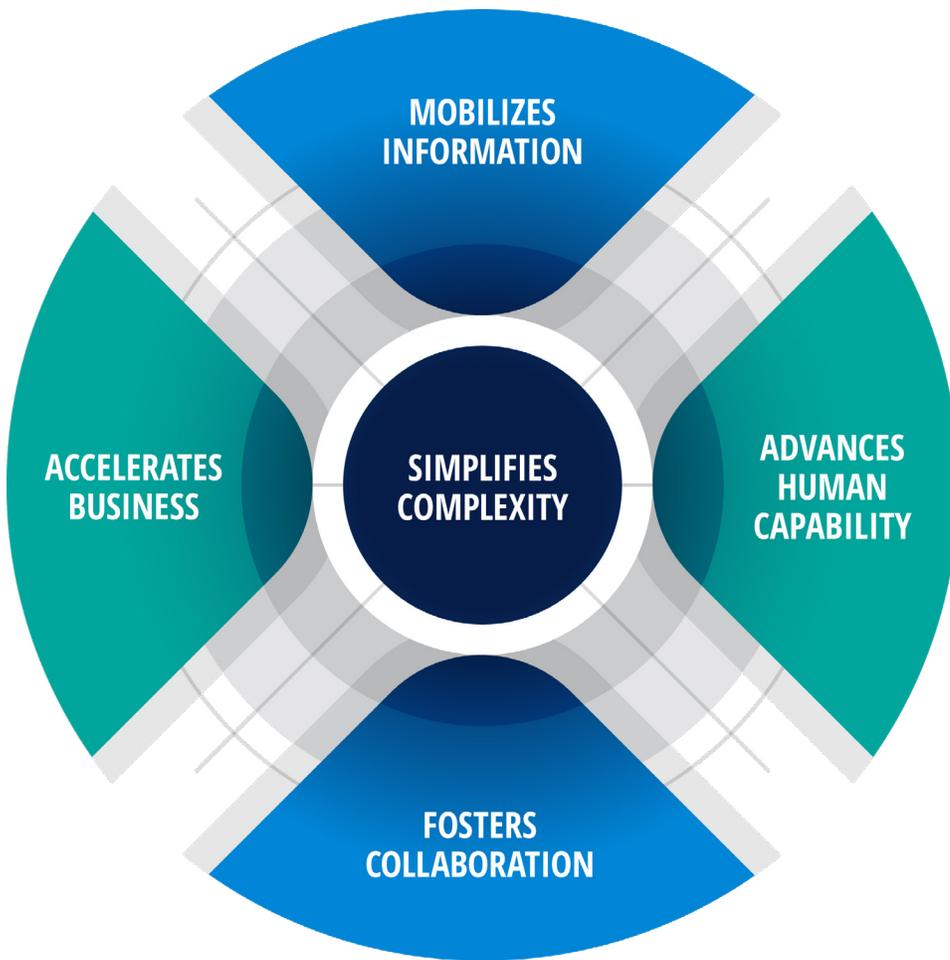
and get the most important things done. Additionally, they must help drive agility throughout the organization.

- Generates Competitive Insights
- Influences the Business
- Gets the Right Things Done
- Drives Agility

Advances Human Capability

This domain captures the extent to which HR professionals can successfully advance human capability in the organization. It includes a focus on working with line leaders to elevate and develop talent and delivering HR solutions that improve both individual talent (human) and organization performance (capability). It also includes a specific focus on championing diversity,

Figure 1. HRCS 8 Competency Model



equity, and inclusion in the workplace to improve overall organizational performance.

- Elevates Talent
- Delivers HR Solutions
- Champions Diversity, Equity, and Inclusion

Simplifies Complexity

This domain captures the extent to which HR professionals can think critically and objectively about the challenges their organization faces. It reflects the ability to separate signal from noise, think independently, and discover opportunity even during times of uncertainty or crisis.

- Thinks Critically
- Harnesses Uncertainty

Mobilizes Information

This domain captures the extent to which HR professionals are able to access, analyze, and act on information by using technology to solve problems and influence decisions. It reflects a comfort with data-based decision-making, curiosity about advancing digital technologies, and understanding of social issues that will impact the organization.

- Leverages Information and Technology
- Guides Social Agenda

Fosters Collaboration

This domain captures the extent to which HR professionals successfully foster collaboration of working together. It includes consideration of how open and self-aware they are, how effectively they inspire trust and respect, and how effectively they build relationships that bring people together.

- Manages Self
- Builds Relationships

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