



# What is the RBL Institute?

- The RBL Institute is a senior executive “think tank” led by Dave Ulrich – Father of Modern HR.
- The RBL Institute advances the HR profession through rigorous and relevant research, offering access to RBL thought leaders, in-person and virtual learning sessions, and networking among global HR professionals.



# Four areas of expertise



## ORGANIZATION

### Capability - Workplace - Process

Identify and design the capabilities that drive your business and create distinctiveness with customers and competitive advantage in the marketplace.



## LEADERSHIP

### Individual Leaders - Leadership Pipeline

Build leadership capability that ensures leaders at every level get the right results the right way.



## TALENT

### Competence - Workforce - People

Enable leaders to develop and coach people to increase their competence, ensure engagement, and discover meaning in their work.

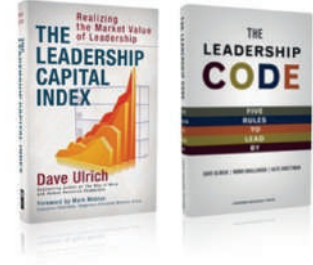
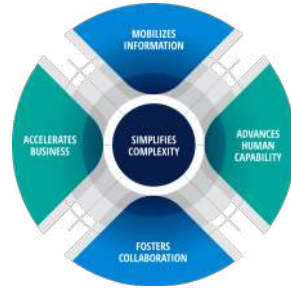


## STRATEGIC HR

### HR Effectiveness

Develop HR professionals with an outside-in perspective and the tools to add value and build human capability.

# Key RBL thought leadership



## DELIVERING HR TRANSFORMATION

**Original thought leaders of transformation**

**4 phases:** Why, So What, How do you do it, and Who does it?

**Outside-In:** Focus on aligning with external stakeholder expectations for a compelling case for change

## UPGRADING HR COMPETENCE STUDY

**35 years of data**

**HRCS Round 8:** (2020-21)  
more than 27,000 global participants

5 key competency domains

Most comprehensive and rigorous empirical review of HR competencies and outcomes

## REDEFINING ORGANIZATION CAPABILITY

**Redefining organizations as bundles of capabilities**

Shaping an organization culture to match customer needs

Building the innovative organization (market oriented ecosystem or MOE)

## CREATING LEADERSHIP VALUE

**Based on hundreds of interviews, 360s, and the compilation of leadership studies**

Core set of behaviors that every leader needs, cuts across industry, geography, and level of career

Align leadership to customer brand and investor value

# RBL Institute

## member benefits

- ✓ Exclusive Think Tanks, Mini-Forums, and Webinars
- ✓ CHRO Summits
- ✓ All-Access Research Repository
- ✓ Organization Guidance System (OGS)
- ✓ Knowledge Sharing & Expert Access
- ✓ HR Concierge Services & Member Communication





# Think Tanks

Four times each year, we conduct Think Tank sessions that are led by Dave Ulrich and other thought leaders on topics selected by our member firms. For Think Tank sessions held in-person, each member organization may send 3 company nominated participants (additional participants may attend upon request). For Think Tank sessions held virtually, there is no participation limit.

## Thought Leaders we've partnered with:

- Marc Efron
- Josh Bersin
- Pat Wright
- Dick Beatty
- Lynda Gratton
- Mirian Graddick-Weir
- Charlie Tharp
- Anne-Marie Law

## Recent Think Tank Topics:

- What Makes an Effective HR Function?
- Trends in Talent
- The Evolving Employee Experience
- Emerging Trends in Leadership
- Creating the Right Culture
- Impact of Artificial Intelligence on HR



## Mini-Forums

- Ten times a year, you can join a small group of Institute members on a 60-minute teleconference called a “Mini-Forum” to share your point of view, experiences, and best practices around current topics of interest to our member organizations.
- For each Mini-Forum, one “spokesperson” should be identified who will share your organization’s point of view on the call. If you have a spokesperson on the call, you may also have a few “silent listeners” join as well.



## Webinars

- Several times a year we hold 1-hour webinars to discuss current topics of interest along with recent RBL theory, research and practice. These webinars are open to all RBL Institute members and their entire organization.
- Up to two times a year members may also request a webinar presentation by Dave Ulrich tailored to your organization’s needs. This is a great way to expose a small or large group in your organization to the latest thinking and trends.



## CHRO Summits

Twice a year we gather with a group of the world's top HR thought leaders and CHROs in an open format session (no set agenda) that addresses the key business challenges and key HR challenges facing each of our member CHROs. One seat is reserved for the most senior HR executive.

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“The Gulfstream People Team and I greatly value our membership in the RBL Institute. We have access to cutting edge thought leadership, research, and expert advice, all of which enhance our ability to contribute to Gulfstream's success. Although it's hard to fully explain, the Institute's approach leaves us feeling both validated and challenged. Validated because we can test out of the box, and challenged because we always come away with significant opportunities to explore.”

”

**Amy Ariano**

SVP and Chief People Officer



# Research Repository

Available to everyone in your organization, the RBL Institute's online library is a secure website where all employees can access premier content in the area of human capability (Talent, Leadership, Organization Capability, and Strategic HR). The library contains over 15 years of intellectual property and includes playbooks, white papers, videos, toolkits containing short slide decks along with corresponding videos, and much more.

## EXCLUSIVE MEMBER CONTENT

### Toolkits

Short PowerPoint pitches with key ideas from the Think Tanks designed to be used as training for HR teams, individual paced learning, coaching with managers, etc.

### White Papers

Concise articles capturing member best practices published by RBL partners and principal consultants.

### Playbooks

Comprehensive learning summaries and exclusive content based on each of our Think Tank sessions.



Access is available for all employees



Register for access at [www.rbl.net](http://www.rbl.net)



You must use your work email to get access



## Organization Guidance System (OGS)

OGS helps you decide which human capability investments have the greatest impact on targeted business outcomes (financial, customer, employee, strategic, and CSR). Once you begin investing, OGS monitors and measures the impact of your investments on your business results to provide ongoing, high-impact guidance.

Institute members that get 30 or more leaders to complete an assessment will receive a company-specific report.

**Visit:** [rbl.net/services/organization-guidance-system](https://rbl.net/services/organization-guidance-system)





## Access to Dave Ulrich & Other HR Thought Leaders

We know the time of every CHRO is limited, so Dave Ulrich is available for phone calls/webinars to connect with member CHROs (or the entire HR team) to understand their current business and HR challenges, and ways the RBL Institute can help to address those challenges. Upon request, Dave Ulrich will review board presentations, conduct tailored webinar presentations, and provide coaching sessions for Institute members.



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You must use your work email to get access



## Concierge HR Services

Often, business challenges either can't wait until the next planned session or are not in line with the chosen topic for that quarter. As Institute members you can get a quick outside perspective on your challenges by connecting with us and our vast network of senior HR professionals around the globe. We provide our members with research assistance, presentations to internal groups, networking requests, site visits, and much more.



## Member Newsletter

The RBL Insider is a monthly newsletter highlighting our most recent research and intellectual property. We feature current white papers, playbooks, toolkits, upcoming events, and the latest research of RBL. The RBL Insider is available for your entire organization. Employees will automatically receive the Newsletter upon creating an RBL Institute account online.



# Representative Institute Members

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# Joe Grochowski

## Managing Director of The RBL Institute

Joe is the Managing Director of the RBL Institute, a think tank for senior HR professionals from the world's top companies. He has over twenty years of experience partnering with senior HR & IT executives in the areas of leadership development, executive education, research, and consulting. He is an expert in designing and developing research and executive education forums for senior HR leaders across all industry sectors.

 [jgrochowski@rbl.net](mailto:jgrochowski@rbl.net)



# Ginger Bitter

## Project Manager of The RBL Institute

Ginger is the Project Manager of the RBL Institute, our premier HR development forum. In this capacity, she oversees the Institute workshops, mini-forums, newsletters, and webcasts. She works closely with our RBL Institute members. In addition, Ginger is the program manager for our HR Learning Partnership, an intensive eight-day learning experience for high potential and senior HR leaders. Ginger has managed our HRLP since its inception, 25 years ago. For 35 years, Ginger has operated as Dave Ulrich's executive assistant.

 [gbitter@rbl.net](mailto:gbitter@rbl.net)

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[www.rbl.net/institute](http://www.rbl.net/institute)



**Email Address**  
[institute@rbl.net](mailto:institute@rbl.net)



**Phone Number**  
+1 (570) 430-2226

