HR Leadership - Competencies for Exceptional Performance Course

Venue Information

Venue: London UK

Place:

Start Date: 2026-10-13

End Date: 2026-10-17

Course Details

Net Fee: £4750.00

Duration: 1 Week

Category ID: HRMC

Course Code: HRMC-45

Syllabus

Course Syllabus

Introduction

Senior HR leaders responsible for leading their departments and making targeted people investment decisions, HR professionals responsible for the quality and performance of HR employees, HR generalists and business partners who work with line managers and HR specialists who like to leverage their expertise, as well as line managers responsible for building the talent difference.

Objectives

- Link their internal HR processes and activities with outside expectations.
- Get acquainted with modern HR analytics tools and concepts.

- Review and analyze various case studies of corporations where HR leadership is actually demonstrating the set of six competencies.
- Apply tools to assess and improve each of the six competencies.
- Lead an effective HR department that delivers business results.

Content

The HR Business and Outside Expectations

- Incorporating Outside Expectations into the 'HR Business' - Focusing on the Real Business
- Business Stakeholders' Expectations
- Traditional versus Modern Strategic Competitive Differentiators
- HR Evolution and Inherent Paradoxes

The Human Resource Competency Model

- The 1980s and 1990s Competency Models
- The 21st Century Competency Model – Six Competency Domains
- Impact of Modern HR Competencies on the Individual HR Professional's Effectiveness
- Impact of Modern HR Competencies on Organizational Performance

In-Depth Analysis of the New Six HR Competencies for Exceptional Success

- The HR Competency Model (as Developed by the RBL Group):
- Strategic Positioner
- Credible Activist
- Capability Builder
- Change Champion
- HR Innovator and Integrator
- Technology Proponent

Developing HR Professionalism through Practical Actions to Follow

- The Need to Develop Oneself First
- Build HR Leadership: Practices to Apply
- Apply HR Analytics for More Effective Decision Making
- The Need for a New 'Disruptive HR Technology'
- The Nature and Purposes of HR Analytics
- Five Steps of Analytics
- From Descriptive Analysis to Predictive Analysis
- Managing Tomorrow Today
- Leading and Lagging Indicators
- Applying a Three Level Integrated Measurement System

Research Findings and Techniques for Creating an Effective HR Department

- Building and Providing HR Analytics
- Designing the HR Structure that Delivers Value

Conclusions and Wrap Up

- Insights for the Future of HR
- Conclusions and Recommendations