



# HR Accelerator

Gain HR skills that add measurable value to your organization and prepare your team for fulfilling careers in HR



## DURATION

4 weeks



## TIME COMMITMENT

About an hour per day



## Enroll Your Team



## CERTIFICATION

RBL and CorpU Certificate of Completion



## TARGET AUDIENCE

HR Professionals at all levels

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## About this Program

Agile, business-focused Human Resource professionals add immense value to any organization. When practitioners learn to connect HR to business strategy, they will deliver more value to customers and stakeholders. Through this program, HR functions evolve from emphasizing administrative and functional organization support into true business partners with an outside-in perspective.

Taught by Dave Ulrich, known as the father of modern HR, and other world-class instructors, your team will work on projects that add measurable value to your organization and learn skills that prepare them for fulfilling careers in HR.

## Outcomes:



Take steps to ensure the HR team focus is outside-in, and use tools and approaches to pursue new revenue opportunities for your company.



Discover and develop HR competencies defined within the *2021 8th Annual Global Competency Assessment*.



Learn why and how to simplify complexity in business and HR practices.

## Participants Will:



Learn and apply the *STEPED* tool to understand the business context for your organization's HR initiatives.



Explore the complexities within your current practices and define actions that are necessary for simplifying work.



Begin to create a digital agenda for your HR function, and review emerging trends in talent, leadership, and organizations.

# Program Structure

## HR ACCELERATOR

### WEEK ONE

#### Building HR from the Outside-in within the Context of HR

- Understand why HR from the outside-in means connecting actions and organizational capabilities to value creation activities
- Learn how today's HR functions create value for customers, investors, and communities in addition to employees and business leaders
- Apply the STEPED tool to discover opportunities for revenue growth
- Learn how to use digital information to improve decision making
- Identify from a four-phase evolution the level of maturity in your HR digital capabilities

### WEEK TWO

#### The 3 Outcomes of HR: Talent, Leadership, and Organization

- Explore approaches to attracting, developing, engaging, and retaining talent
- Review talent initiatives for developing employee competence, commitment, and contribution
- Understand how HR builds a brand for the organization's leadership team that is valued by investors
- Analyze employee performance trends through career stages and how high potential talent differs
- Learn to apply the 7 drivers that strengthen employee commitment
- Examine key factors that drive employee contribution

### WEEK THREE

#### HRCS Individual Competencies

- Evaluate new HR competency requirements identified in the 8th Annual HR Competency Study
- Identify personal competency strengths and weaknesses and identify short and long-term goals to address them
- Understand why HR professionals must become credible activists
- Discover ways to mobilize information and foster collaboration

### WEEK FOUR

#### Improving and Prototyping Solutions

- Understand how critical thinking becomes a tool to "simplify complexity"
- Learn to manage your career, assess your resources, develop a personal brand, adapt to change, and practice self-coaching
- Learn how to develop your personal brand



**Great content and loved the addition of the learning cohort. The group conversations enriched the material with real life application and examples.**

*Meredith Klausner | 24hourfit*

# About the Experts

HR ACCELERATOR



**Dave Ulrich**

- Professor at the Ross School of Business, University of Michigan
- Ranked #1 most influential international thought leader in HR by HR Magazine
- Partner at the RBL Group, providing consulting and research for half of the Fortune 200
- Nobels Colloquia Prize for Leadership on Business and Economic Thinking



**Norm Smallwood**

- Partner and co-founder of the RBL Group
- Author of eight books and over a hundred articles about leadership and organization effectiveness Leadership Brand, Leadership Code, Leadership Sustainability and Agile Talent.
- Recognized by Harvard Business Review for “innovative and ground-breaking work on effective leadership”
- Former faculty member in executive education at Ross School of Business, University of Michigan

Created in Partnership with:



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