

## HR Competency Builder

# Assess and develop your HR talent to become a true business partner



Your executives are expecting HR to play a broader, more strategic role than in the past. Even if you have changed your model to meet these demands, it is important that you also align employees with their new roles and position them for success in the shared services organization. Skills and competencies are a common gap and a key driver of success.

ScottMadden's HR Competency Builder is a comprehensive tool to measure your organization's level of proficiency in key HR competencies. ScottMadden's three-step HR Competency Builder helps you assess your employees, identify key skill gaps, and plan for addressing those gaps to enable you to effectively partner with your business customers.

We've developed and refined our HR Competency Builder through numerous HR engagements and constant analysis of workforce trends in today's business environment.

We customize our three-step approach to best fit you and your organization, defining desired competencies and communication preferences.

### Our Three-Step Process



The process enables you to:

- Gain deep knowledge of staff capabilities and limitations
- Execute well-informed personnel decisions, such as selecting staff for new roles, promotions, and terminations
- Identify gaps in meeting your organization's business demands
- Develop a talent strategy to meet your unique business needs
- Enhance your ability to attract, develop, and retain talent
- Reposition your HR function to be an indispensable business partner

Your HR organization requires the right competencies, must be positioned appropriately with the business, and needs to be equipped with the right tools and programs. Addressing competency gaps is the first step for success.

**Transform your HR talent to be a strategic workforce optimized for success.**

Contact us at [info@scottmadden.com](mailto:info@scottmadden.com).

**Smart. Focused. Done Right.®**



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