

## HR Development Assessment Centre

### Developing Strategic HR Business Partners for business success

*“The fully integrated strategic role is there for the taking – or at least for the earning. HR practitioners have only themselves to blame if they let it slip!”*

Mike Lewis, Head of Strategic Human Resources, Allied Irish Bank

The need to build capacity and enhance the performance of HR professionals is raised as a priority by most Executives, as the impact of HR on dealing with the issues facing organizations in a complex and uncertain business environment can be profound.

### Our approach

Whilst many leading organizations have extensive leadership development strategies, few appear to have a similarly robust framework and process for building the skills and capacity of HR professionals. As part of an integrated approach to developing HR professionals it is often necessary to determine the HR Professional’s strengths and development areas with regards to the competencies relevant to the specific organization.

### Our service

The Talent Hub evaluates HR Professionals against an agreed competency framework by administering a Collaborative Development Assessment Centre. This method is based on the principles of experiential learning and continuous feedback, using assessment centre technology. The typical process followed during a Collaborative Centre is the following:

- The participant participates in a simulation

- The participant and his/her dedicated facilitator discuss and collaboratively assess the participant's performance during the simulation
- The facilitator counsels and coaches the participant regarding the identified development areas in an environment in which trust and confidentiality are guaranteed.
- The participant participates in the next simulation so as to explore the new behavioural skills that have been acquired.
- The participant, with the assistance of the facilitator, writes a report reflecting the individual strengths and development areas of the participant. In addition, the participant, with the assistance of the facilitator, formulates a development plan. (Sandra Schlebusch and Gert Roodt in the book "Assessment Centres: Unlocking Potential for Growth" (2008).

## The simulations

The candidate participates in several simulations that were specifically designed to elicit behaviour expected from a Strategic HR Business Partner. The simulations include:

- An analysis of an organisation-wide business problem and its associated HR implications
- A situation analysis and contracting meeting with a line manager
- A proposal presentation and facilitation meeting
- A coaching meeting with a line manager
- An inbox
- Custom-simulations as agreed with the client

## Duration

The centre takes place over three days. Once the person has attended the HRDAC, feedback is provided to the line manager and together a comprehensive development plan is designed.

## Deliverable

A comprehensive view and self-understanding of the HR Business Partner's strengths, as well as the competencies that the person still needs to develop to become a true HR Strategic Business Partner, captured in a report and on a Development plan.

## Contact Details

If you would like more information on this workshop, please contact Lydia Cillié- Schmidt at 0829906327 ([info@thetalenthub.co.za](mailto:info@thetalenthub.co.za)) or Elize van Wyk at 0829906328 ([admin@thetalenthub.co.za](mailto:admin@thetalenthub.co.za))