





Focused on results, not just theory.

Our Focus

Building human capability that delivers business results through four pathways: Organization, Leadership, Talent, and Strategic HR.



Leadership & Talent

Leaders matter, but leadership matters more. We help you build leadership capability at every level to get the right results the right way. Additionally, we help you enable leaders to develop and coach people to increase their competence, ensure engagement, and discover meaning in their work.



Strategic HR

HR professionals are in a position to make a huge impact on the business. HR leaders must think and behave from the “outside-in” (i.e., start with customer and investor needs) in order to add value to the organization and build human capability. Strategic HR is about increasing talent, leadership, and organizational capabilities.



Organization

Organization is the unique set of customer, technical and cultural capabilities that allow your company to deliver on its promises. We can help you identify and design the capabilities that drive your business and create distinctiveness with customers and competitive advantage in the marketplace.

Focused on results.



“Dave Ulrich and I saw an opportunity in leadership because the field had become enamored with individual competency development. We thought that was only half of the story. Our difference is that we integrate competencies, capabilities, and results to drive value for the business.

We didn't see anyone else taking a research-based, outside-in, business-oriented approach in the leadership or the HR space. That's where we provide value.”

—Norm Smallwood

[Learn More](#) 

We help companies globally turn ideas into impact and win in the markets in which they compete.



Our Publications



Global Consortiums



Our Human Resource Learning Partnership (HRLP) and The RBL Institute bring together a global cadre of HR professionals to generate new ways for HR to add value.

RBL Institute

HRLP

What it is

The RBL Institute is a senior executive think tank dedicated to building competencies and capabilities in the areas of Strategic HR and Leadership for top global companies.

The Human Resource Learning Partnership is a unique learning experience for senior-level and high-potential HR professionals from leading global companies.

How it works

Member companies of The RBL Institute are carefully selected to ensure that best practice exchange is mutually beneficial. Each company must have relevant experience and knowledge that other members would value. Members have access to think tank sessions, forum webinars, toolkits, and our latest research and thought leadership.

Each session is an intensive two-week learning consortium involving participant teams from forward-thinking companies. HRLP teams work on projects that add concrete value to their businesses as well as learn skills that make them more effective in their jobs. HRLP gives participants the knowledge and tools HR professionals should master to deliver value.

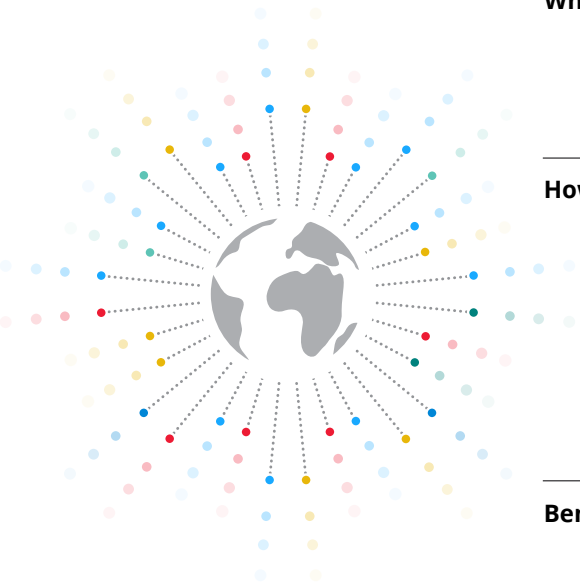
Benefits

The goal of The RBL Institute is to advance HR and Leadership development practices through participative education, joint research, and networking among senior HR executives.

Participants leave with new ideas and frameworks on how to use HR to contribute value, with very specific project plans that will quickly be implemented, and with renewed personal energy for their HR profession.

[Learn More about Institute](#) 

[Learn More about HRLP](#) 





Generating ideas with impact.

“It’s truly a learning lab where ideas are generated, refined, and expanded. This puts the ROI through the roof.”

—Maksim, Takeda

“HRLP was, without exception the best professional development experience of my career. The program provided me theoretical grounding, immediately applicable skills, and an amazing network of friends and colleagues with whom to learn, practice, and grow.”

—Debora Bubb, Intel

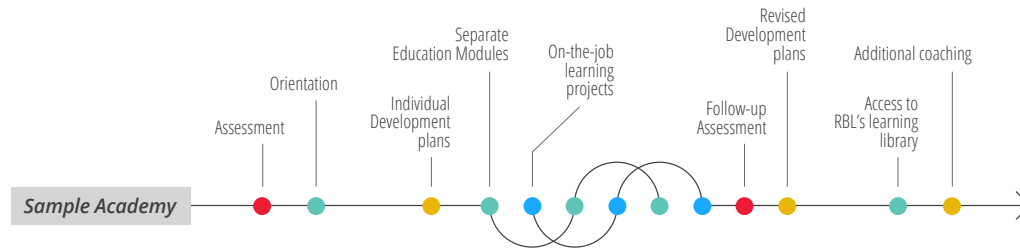


"In HR, we are in a unique position to impact our current financial performance and, more importantly, create capabilities that will grow our future value. This requires a strategic approach to value creation and a deeper understanding of our stakeholders."

**—Dave Ulrich,
Co-Founder, The RBL Group**

Training & Development +

Most training doesn't create lasting change. It happens out of context and doesn't prepare learners to tackle their day-to-day challenges. Our approach makes development stick because we focus on concrete improvement of skills that matter.



Leadership & Talent

RBL's leadership academy and custom workshops incorporate the best leadership development practices of top companies around the world. They combine customized content, individual coaching and follow-up, and real-world applications designed to accelerate development of a cadre of leaders and improve business results.

Strategic HR

Our HR workshops are built on the findings of the HR Competency Study, which we conduct with our global partners. Combined with our experience working with diverse organizations, we've developed a series of strategic HR workshops that help HR professionals develop the skills they need to deliver real business value.

Organization

Our diagnosis and design workshops show HR professionals how organizations work and how strategy affects structure. The result is that learners can diagnose organizational dysfunctions and design fixes that deliver the results stakeholders value.

Designed to engage.

- Customizable world-class content: We're experts in shaping custom in-person or virtual programs that meet your unique needs and fit your budget.
- Real-life application: To impact your bottom line, our courses and workshops include simulations, case studies, and action-learning projects tied directly to your biggest challenges.
- Measurement: Built on globally recognized research on what creates value, our assessments help your employees focus their efforts in value-maximizing areas of development.
- Coaching and follow-up: Coaching is the best way to create better leaders. Our one-on-one coaching and follow-up create accountability and gives leaders the support they need to achieve desired results.

[Learn More](#) 

Assessments & Audits +

Measurements add value only when they help you answer questions and solve problems. Our assessments and audits are built around strong research into what matters. The answers they provide will help you identify gaps, take action, and solve problems.

From assessment to application.

Learn More 



Your Questions

Our Solutions

Leadership & Talent

- How should leaders in our organization be unique?
- Do I have what it takes to be a great leader?

The RBL Leadership Code and Differentiator assessments provide a simple and clear outline of strengths and opportunities so leaders can be more effective in delivering the results that matter.

MENTOR® Leadership Battery is a psychometric assessment that measures individual strengths and weaknesses and is a powerful addition to any talent-development strategy. Also try MENTOR® as a tool for Candidate-Position Fit and High-Potential Identification.

Strategic HR

- Do our HR professionals deliver value to the business?

Based on the largest global study of HR competencies, RBL's **HR Competency 360** identifies strengths and opportunities for development for HR professionals to ensure they're delivering maximum value to the business.

Organization

- How does our leadership capability compare with the best companies in the world?
- How likely is it that we can execute our strategy given our leadership pipeline?
- Have our leaders created the conditions where investors and customers have high confidence in our future?

Our **Leadership Brand Audit** assesses your organization's performance on key elements of leadership against global benchmarks and the performance of the best companies identified in The Top Companies for Leaders® study.

Our **Leadership Pipeline Audit** assesses the extent to which your leaders have the requisite knowledge, skills, and perspective for their position.

Our **Intangibles Audit** and **Organizational Capabilities Audit** measure perceptions of your company so you can improve on the intangible values and capabilities that matter most to your customers.



Great on paper, even better in person.

Consulting +

Traditional consulting is disruptive: a team of outsiders implements sweeping change within your organization and leaves you without the resources you need to sustain the change. We do more than consult: we help you develop the internal capability to solve your own problems now and in the future.

Here's what that difference means for you:

Capability Transfer

We don't simply apply our ideas to your organizational problem. Instead, we partner with you to integrate our experience working with the world's leading organizations with your internal expertise. We transfer capabilities so your people can tap our expertise to solve your problems.

Expertise

We don't train our consultants on your dime. Instead, we hire experts. Our consultants are thought leaders whose research and writing shape the global intellectual agenda for HR, talent, organization, and leadership practices.

Client Focus

Our consulting engagements begin with you. To fully understand you, we conduct in-depth interviews, assessments, and analysis of your internal and external stakeholders. When we have the data, we make a plan that will create the greatest value for your organization.

Innovation Requires Focus.

At RBL, we keep our attention solidly on our sweet spots—Leadership & Talent, Strategic HR, and Organization—so that we are first to market in these areas. Our research and writing shape the global intellectual agenda for these topics.

We don't stop with theory. Instead, we embed our innovative ideas into products and services proven to create value. We offer a full suite of results-based solutions designed to keep your stakeholders happy.

Learn More 

Case Studies >

Building a Stronger Leadership Pipeline

A large national bank knew that they needed to do something about leadership. Investors weren't very confident in the bank's ability to have leaders ready for future needs. RBL met with the CEO and helped clarify their strategy and its talent implications. Over the course of two years, RBL ran Leadership Code workshops and 360 assessments for over 300 leaders. The bank was very happy with the results and has delivered this content to a much larger pool (1000+ leaders). They worked with us to develop a custom competency model with unique differentiators. Of those who have been through our programs, 70% either increased their scores or stayed the same in what was now a more competitive environment. Scores on every domain improved—with competencies improving by 40-80%.

Assessing HR Effectiveness

A large consumer goods company had recently gone through a series of mergers. At this significant transition, they wanted to see where HR stood, develop metrics to track progress, and determine what direction HR needed to move in. RBL conducted the HR Effectiveness Audit to help them align HR practices to deliver greater value to the organization and its stakeholders. The audit was conducted along with stakeholder interviews to provide additional perspectives on HR's performance. From the results of the audit, we helped the HR team craft their strategy and develop a plan to better align itself with the business needs, manage change more effectively, and to focus on real workforce planning rather than administrative work.

Enterprise Turnaround

The newly appointed CEO of a global hotel chain inherited a business with conflicting strategies, bloated overhead, a deteriorating financial position, byzantine management processes, a public spinoff within six months, and a looming takeover battle. By using RBL's transformation methodology and following a disciplined and structured process, the CEO was able to address all of these issues and establish a redesigned business that was attractive for investors. This organization was able to redefine their strategy, realign a new leadership team, cut nearly \$200 million in overhead, redesign a corporate center and three global regions, defeat a takeover attempt, and successfully spin off from the parent company as planned.

[Learn More >](#)



The Power of People.

Our ideas and practices are driven by the belief that the most effective means of creating value within an organization doesn't exist in numbers and systems but in the capabilities of its people.

We empower people with the knowledge and skills they need to not only succeed in their individual positions but to contribute to the overall success of the organization now and in the future.



The **RBL** Group

To inquire about our
suite of offerings:

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