



Dave Ulrich HR
ACADEMY



We are in a unique position to create capabilities that will grow our future value.

This requires a strategic “outside-in” approach to value creation and a deeper understanding of our stakeholders.

Dave Ulrich, Co-Founder, The RBL Group

Learn from the ‘Father of Modern HR.’

- HR Magazine



Dave Ulrich HR ACADEMY

The Dave Ulrich HR Academy integrates the latest findings from the largest and most global study of HR competencies and functions.

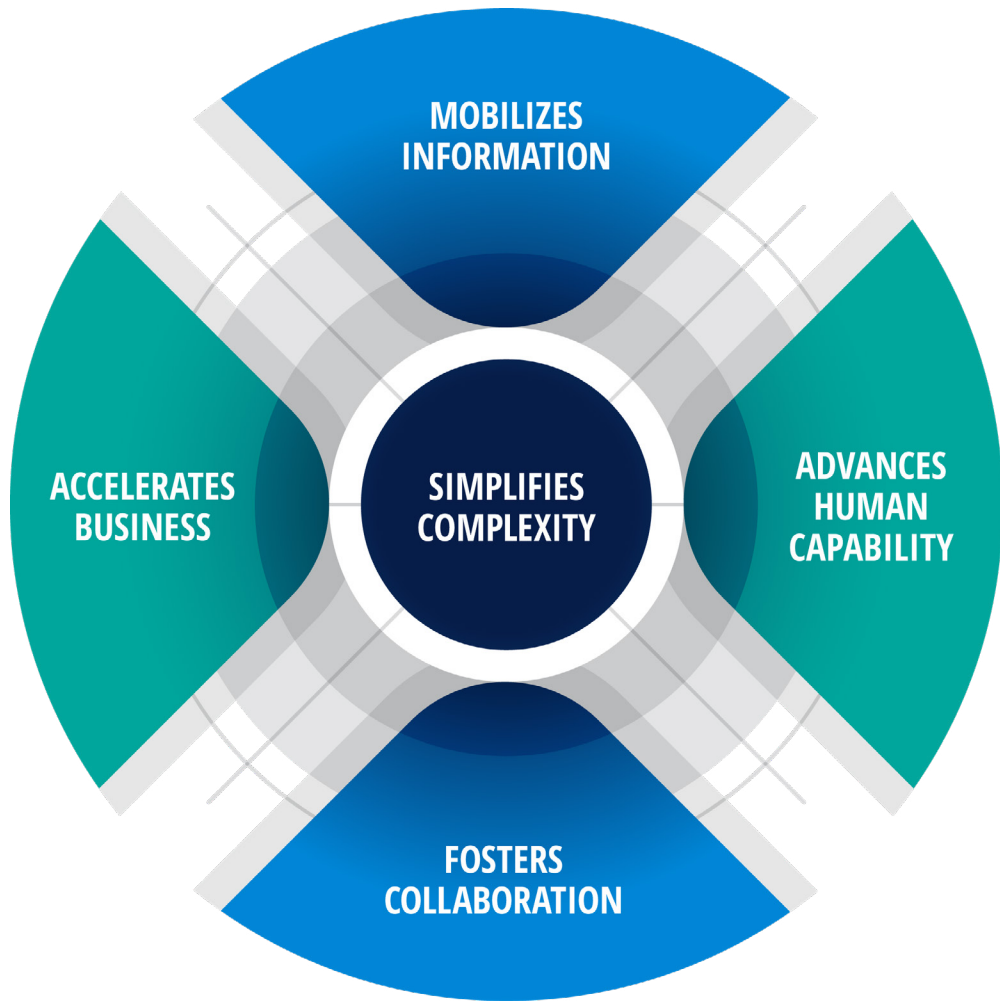
ACCELERATES BUSINESS is about understanding how an organization creates value for customers and other stakeholders and using that knowledge to increase the impact of organization, talent and leadership on business results.

MOBILIZES INFORMATION describes the extent to which someone is able to manage today's massive onslaught of information based on technological and social change.

ADVANCES HUMAN CAPABILITY focuses on knowing the human capability necessary for the firm to effectively meet the demands of its competitive environment.

FOSTERS COLLABORATION entails the ways in which an individual can build trusting relationships with others in order to effectively navigate getting things done.

SIMPLIFIES COMPLEXITY is central to the model and refers to the ability to articulate and resolve complex issues, navigate paradoxes, and build more effective process with greater agility in today's dynamic environment



The Dave Ulrich HR Academy offers a best-in-class virtual guided-learning program.



Flexible

16 modules over 8 weeks, 60 minutes per module (a 4-week option is also available)



Instruction from Dave Ulrich

Personalized videos from Dave Ulrich and other HR and industry experts



Consultant-Led Education

Weekly consultant facilitated live sessions



Focused on Individual Development

Personal coaching and HRCS Competency Assessment



Collaborative

Collaboration and dialogue that taps the collective genius within your HR and leadership teams



Accredited

Earn 24 continuing education credits through HRCI and SHRM

In 8 weeks, participants learn the skills they need to use HR to build human capability in your organization.

Business Context & HR Value Creation

HR From the Outside-In

Learn where HR has been, where it's going, and assess your own HR practice

Factors Driving HR's Evolution

Determine how to respond to the changing context within which HR operates

HR Outcomes

Talent

Generate competence, contribution, and commitment for individuals within your organization

Organization

Ensure the right organization capabilities to succeed in the new economy (e.g., agility, collaboration, innovation, right culture, information asymmetry)

Leadership

Build the right leadership competencies and systems at all levels

HR for HR

HR Department

Succeed through organization of your own HR Department

HR Practices

Learn key principles around people, performance, work, and digital HR

Competencies

Focus your HR Team development on competencies needed to succeed in the new economy



I honestly have been through many education experiences on my personal and professional life journey and **this was the best!** Seriously.

- Director, Talent Management

Generate ideas
with impact.

The Dave Ulrich HR Academy is designed for all HR professionals that seek to **create value, build capability, drive change, and lead their organization** into the future. Groups that would particularly benefit from the academy include:

1 HR business partners

- Senior partners
- Mid-level generalists
- Junior specialists

2 HR leaders and leadership teams

3 HR professionals in centers of excellence



Set up a unique program from your local and global teams, or individually enroll in a public workshop to pilot it first.

Academy Overview

Participants complete each week two 60 minute sprints comprised of videos, exercises and applications to explore concepts, define challenges and create action plans to drive successful change. At the end of each module there is a live consultant-facilitated session for further education.



Week 1

HR from the Outside-In

1

How HR brings value from the outside-in

2

Anticipate environmental, stakeholder & digital trends



Consultant-facilitated live session



Week 2

HR Outcomes

3

Key outcomes in talent, organization & leadership

4

How HR can align and build the right talent



Consultant-facilitated live session



Week 3

HR Outcomes

5

Reinvent & align your organization to target capabilities

6

Build the right culture to impact customer & employee experience



Consultant-facilitated live session



Week 4

HR Outcomes

7

Increase agility and effect meaningful change

8

How HR drives a distinctive leadership brand



Consultant-facilitated live session

Academy Overview



Week 5 HR Department

9

Defining & utilizing HR analytics for strategic advantage

10

Critical dimensions of an effective HR department



Consultant-facilitated live session



Week 6 HR Practices

11

Managing HR practice areas more strategically

12

Creating a diverse, equitable & inclusive culture



Consultant-facilitated live session



Week 7 Strategic Competencies

13

HR Competency: Information & Collaboration

14

HR Competency: Business Acceleration & Human Capability



Consultant-facilitated live session



Week 8 HR Agenda

15

HR Competency: Information & Collaboration

16

Creating an agenda for HR competency development



Consultant-facilitated live session



Created a **common language**
and shared mindset.

- SVP, Organizational Development

**Build capability
and drive change.**

Here's what makes the Dave Ulrich HR Academy the most powerful program for HR professionals.

- 1 "Outside-In" mindset and language.** Changes from an internally focused, "traditional HR" to an outside-in, business impact orientation
- 2 Stakeholder Impact.** Builds skills and co-created solutions with stakeholders that shape business results.
- 3 Capability-based.** Generates competence, contributions, and commitment for individuals.
- 4 Results-based.** Identifies specific HR outcomes in organization, leadership, and talent required to deliver strategy and target capabilities.
- 5 Defines a clear path** to respond to the changing business context.
- 6 Enhances ability** to develop the right, organizational capabilities to succeed in the new economy.
- 7 Increases understanding** of how to succeed through the organization of your own HR department.
- 8 Boosts individual competencies** and HR practice effectiveness.

Facilitated by Dave Ulrich and RBL HR Experts



Dave Ulrich

Ranked as the #1 management guru by Business Week, profiled by Fast Company as one of the world's top 10 creative people in business, a top 5 coach in Forbes, and recognized on Thinkers50 as one of the world's leading business thinkers, Dave Ulrich has a passion for ideas with impact. In his writing, teaching, and consulting, he continually seeks new ideas that tackle some of the world's thorniest and longest standing challenges.



Joe Hanson | Program Leader

Joe is an experienced consultant recognized for partnering with HR and business teams in complex business turnarounds and successful organization transitions. He has redesigned numerous HR and other functional organizations and created comprehensive development programs aligned to new designs.



Anne-Marie Law | Strategic Advisor

Anne-Marie is an executive HR leader with more than 25 years of successful experience transforming diverse global organizations across geographies, industries, and cultures.

Contributing Consultants



Ernesto Uscher

Ernesto is a Partner and Managing Director. He has more than 30 years of experience working as a consultant and coach helping organizations, leaders and HR teams become highly effective in the global markets.



Allan Freed

Allan manages programs delivered to RBL's European clients. He has worked with more than 100 organizations on HR transformation, HR strategy development, HR executive education and leadership development projects.



Jessica Johnson

Jessica is a Principal with RBL. She consults with organizations worldwide in various industries for both leadership development and strategic alignment of human resources.



Darryl Wee

Darryl is the Managing Director for Southeast Asia. Darryl is a dynamic communicator, a strategic thinker, and a change agent who is able to distill complex situations into executable action plans to align the organization to common goals.



Dave Ulrich HR ACADEMY

For more information about our strategic HR development offerings:

+1.801.980.0517 / rblacademies@rbl.net / rbl.net

[Click to Get Started](#)