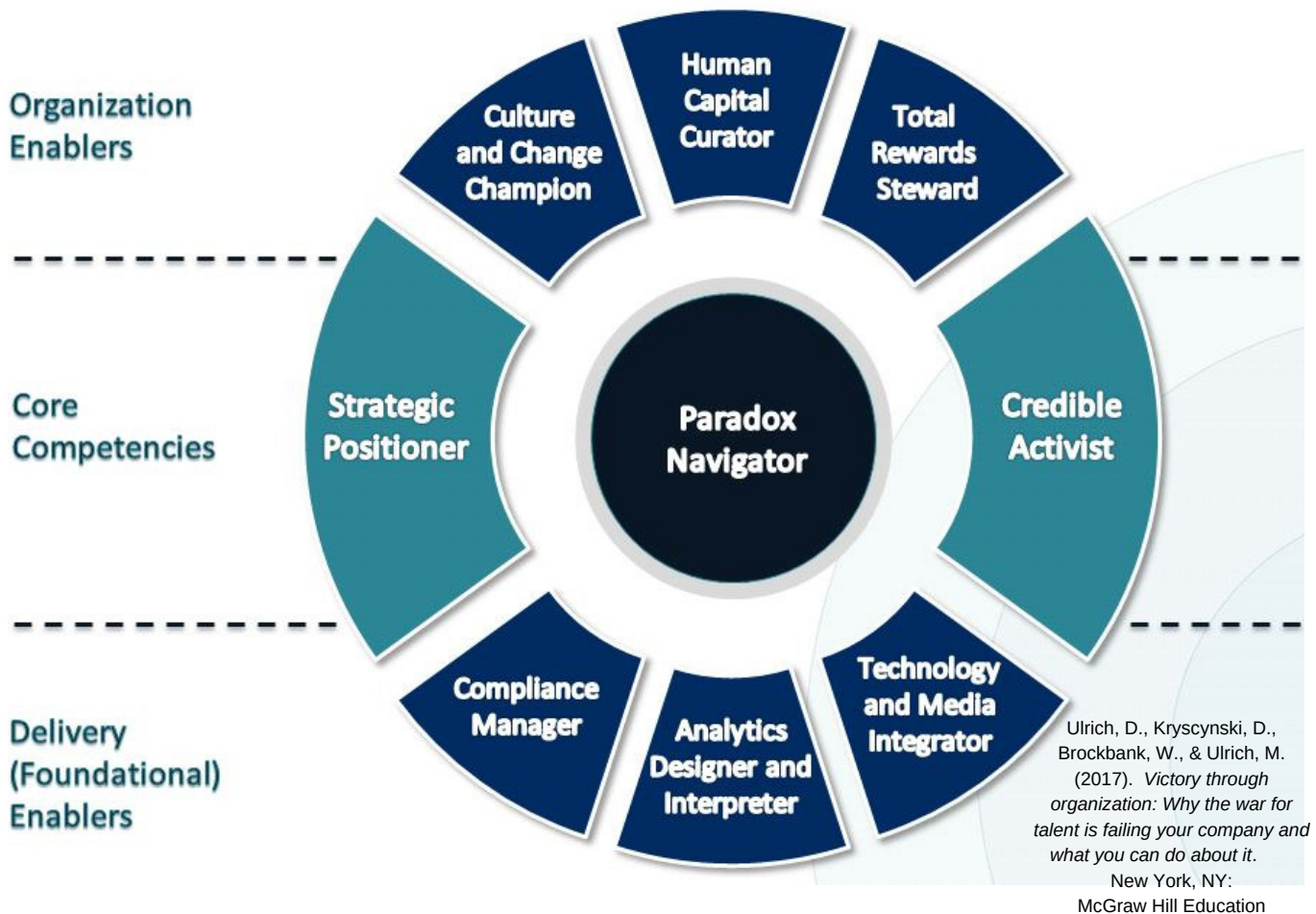




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# STRATEGIC HR COMPETENCY MODEL



Strong HR professionals and HR departments create the Delivery and Organization Enablers, and ultimately foster the Core Competencies that differentiate high-performing, strategic HR organizations.



# THE POWER OF HR

as a Strategic Business Partner

## Delivery Enablers:

### ***Technology and Media Integrator***

- Able to use technology and social media to drive high-performing organizations

### ***Analytics Designer and Interpreter***

- Able to use analytics to improve decision making

### ***Compliance Manager***

- Able to manage the processes related to compliance by following regulatory guidelines

## Organization Enablers:

### ***Culture and Change Champion***

- Able to make change happen and to weave change initiatives into culture change

### ***Human Capital Curator***

- Able to manage the flow of talent by developing people and leaders, driving individual performance, and building technical talent

### ***Total Rewards Steward***

- Able to manage employee well-being through financial and non-financial rewards

## Core Competencies

### **Strategic Positioner**

Able to position a business to win in its market

### **Credible Activist**

Able to build relationships of trust by having a proactive point of view

### **Paradox Navigator**

Able to manage tensions inherent in making change happen (e.g., be both long and short term, be both top down and bottom up)