



PARTNERSHIP FOR PUBLIC SERVICE

FEDRECRUIT

STRATEGIC HUMAN RESOURCES ADVISOR: VALUE PROPOSITION

For nearly two decades, a growing body of evidence points to the increasing inability of human resources (HR) staff to support federal agencies in targeting, hiring and keeping the talent needed to effectively execute their missions. Now, facing deep budget cuts and an intensity of focus on government performance, agencies need to ensure that they are equipping HR professionals to better understand their agencies' missions and goals, and to effectively plan and close mission-critical competency gaps. The Strategic HR Advisor Individual Development Plan (IDP) can help.

ABOUT THE ROLE OF A STRATEGIC HR ADVISOR

Business advisor, strategic partner, business partner—the Strategic HR Advisor's role has been given many names across government as different agencies have articulated the need for this position.

What these titles have in common is both the mindset and skill set that they are describing, that of a knowledgeable HR professional who is able to identify, communicate and foster connections between internal stakeholders; anticipate and act upon human capital issues, challenges and opportunities; and align a full range of HR-based solutions with an agency's broader goals.

Strategic HR Advisors have organizational awareness and a firm understanding of clients' goals and objectives; are critical thinkers who link human capital programs and solutions to other related agency efforts; and utilize technical competencies to provide tailored solutions to meet customers' needs effectively and resourcefully.

HOW THE IDP CAN ASSIST YOUR STAFF GROW INTO THIS ROLE

The IDP template is a practical and actionable tool that can be customized and used by HR professionals seeking to become Strategic HR Advisors. It identifies the competencies and technical knowledge areas needed for this role. A corresponding register of developmental activities can help employees identify top options available to grow in these areas. It is a tool that will help support your staff with planning for their move from transactional employees to transformational human capital professionals.

This developmental rubric has application for all HR positions where leadership desires exceptional consultative skills and professional acumen, and can easily be adapted to address a range of technical competencies.

QUESTIONS?

Interested in learning more? Visit ourpublicservice.org/fedrecruit or contact us at fedrecruit@ourpublicservice.org.