

The i4cp HR Business Partner Development Assessment

The i4cp HR Business Partner Development Assessment is an online multi-rater feedback experience tailored specifically for people in the HRBP role. The assessment is based on an HRBP capability model developed by the i4cp, the Institute for Corporate Productivity, a leading human resources research organization focused on discovering the practices of high-performing organizations.

Because the HR Business Partner is a relationship-intensive role, the HRBP assessment is designed to collect developmental input from the business leaders and HR colleagues that an HR Business Partner works with on a regular basis, including manager input and self-evaluation. The assessment covers six core capability areas of the HRBP role – Business Acumen, HR Knowledge and Expertise, Relationship and Interpersonal, Consulting and Influencing, Talent Planning and Risk Management and People Analytics. There are over 50 assessment items across the six capability areas as well as narrative-style questions for open-ended comments and guidance.

The Business Case - The i4cp HR Business Partner Development Assessment is priced at \$495.00. Why is this a good investment?



1. **Most HRBPs have never received useful development feedback.** While they frequently help managers and employees receive great development experiences, they have not benefitted from helpful development feedback themselves.
2. **In the HR Business Partner role, it's not always what you know that's most important, it's how others experience working with you.** The multi-rater assessment is not a test – it's an effective and efficient way for an HRBP to collect fresh and relevant perspectives from others on their job strengths and areas for development.
3. **For HRBPs, getting their supervisor's developmental feedback on their capabilities is optimal, but sometimes can be difficult.** i4cp's HRBP assessment provides a structured and convenient approach for supervisors to give useful development feedback. Completing the i4cp HRBP Development Assessment requires only 15 minutes of supervisor time and utilizes a proven HRBP capability model.
4. **The HRBP receives a personalized Strengths and Development Needs Report.** This comprehensive feedback report is provided directly to the participant HRBP who is encouraged to share it with a coach, mentor, or other trusted development resource such as their supervisor.
5. **The feedback report includes useful individual development planning guidance designed specifically for HR Business Partners.** Most HRBPs have not formalized a personal development plan. They know they should have one, and this assessment gives them the data to identify development needs and priorities. Development data produces insights which leads to action.