

## 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 seven core capability areas of the HRBP role – Business Acumen, HR Knowledge and Expertise, Relationship and Interpersonal, Consulting and Influencing, Talent Planning and Risk Management, People Analytics and Diversity, Equity & Inclusion. There are over 50 assessment items across the seven 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 \$995.00. 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.