HR Leaders are responsible for overseeing the development and execution of HR strategy in support of the company's overall mission, goals, and strategy. This role typically provides strategic oversight of systems and programs that integrate the elements of human resource development and management, such as employee selection, onboarding, professional development, training, compensation, performance management, change management, culture management, and succession planning.

Example Positions
Chief Human Resource Officer (CHRO), Senior Vice President of Human Resources, Vice President of Human Resources, Human Resource Director, Chief Diversity Officer, Recruitment Director

Competencies

Leadership Communication – They generate a shared commitment to the organization, build morale, and encourage ownership of mission, goals, and values.

Strategic Thinking – They develop and help drive a shared understanding of a long-term vision that describes how the organization needs to operate now and in the future.

Leading Change – They effectively create a vision for change and engage others to implement the change process.

Business Acumen – Individuals in an HR Leader position make sound business decisions based on a strong understanding of the company's business model, strategic goals, and relevant policies, as well as best practices and current technologies in their own discipline or functional area.

Fact–Based Management – They view the organization as an open system, synthesize information from diverse sources, come to conclusions, and make decisions that are rational and based on sound evidence.

Organizational Savvy – They gather and accurately assess information related to the organization's formal and informal communication channels and power relationships.

Global Mindset – Individuals who exhibit this competency value and manage cultural differences and consider diversity of thought as an asset to leverage.

Conflict Management – HR Leaders address problems openly and objectively and bring substantial conflicts and disagreements into the open with the intention of resolving issues in an unemotional and constructive manner.

Negotiating – They identify key bargaining points for all parties and work effectively toward win-win solutions.

Representative Behaviors

- Inspires people to work toward company's mission

- Translates theory and strategy into actionable business plans

- Communicates the benefits of changes to team and organization

- Analyzes business and financial information related to poor performance

- Assesses what data are needed to make well-informed, accurate business decisions

- Moves fluidly between all levels of the organization in order to build wide support for ideas and plans

- Fosters an environment of inclusion and diversity

- Takes action to address conflict

- Uses various communication techniques to gain cooperation

HR Leader Job Model

Leading	Active Communication	Interpersonal Dynamics	Making Decisions	Solving Problems	Managing Processes	Self-Management
Leadership Maturity	Influence and Persuasion	Interpersonal Sensitivity	Deliberative Decision Making	Creativity and Innovation	Quality Focus	Composure and Resiliency
Leadership Communication	Conflict Management	Helpfulness	Decisiveness	Analytical Thinking	Compliance	Generating and Expressing Enthusiasm
Driving Results	Negotiating	Service Focus	Strategic Thinking	Learning Agility	Response Orientation	Strength of Conviction
Leading Change	Active Listening	Relationship Building	Organizational Citizenship	Scientific Acumen	Safety Focus	Achievement Motivation and Perseverance
Managing Innovation	Communicating	Collaboration and Teamwork	Information Seeking	Business Acumen	Process Management	Self-Awareness
Managing Quality	Instructing	Organizational Savvy			Time Management	Adaptability
Team Building		Global Mindset			Planning and Priority Setting	Initiating Action
Coaching and Developing Others					Organizing and Documenting Information	Accountability
Delegating					Applying Standard Practices	Professionalism
Fact-Based Management						Continuous Learning
Strategic Talent Management						Extended Task Focus
Directing						Comfort with Ambiguity