

## HRBP

### Transitioning to the HRBP role

The HR Department of a major insurance company wanted to assess its existing HR team. The aim was to identify their suitability to transition to a new HR operating model.

Resourcing Matters designed an assessment day which allowed staff to demonstrate the skills required by an HR Business Partner. Each of the exercises were based on situations 'live' to the insurance company and were designed in collaboration with line managers and the HR Director.

The day consisted of a competency based interview; role play; group and written exercise. This was supplemented by the completion of an OPQ32i personality questionnaire.

The outcome from Development Centre was feedback to participants in a one to one coaching session and the personality questionnaire was used to support and inform this.

Feedback from the participants was that they 'enjoyed' the day and felt that they had all learnt something about themselves - and more importantly, about the difference between their current role and future role.

An overall assessment of the team was produced for the HR Director so that she could see the strengths and the gaps that she would need to address in order for the team to make a successful transition to the new operating model.

The sensitive handling of participants together with the relevance of the exercises to the role and the business enabled each participant to perform to the best of their ability and ensured that the right people were appointed to the right roles.