**THE HR PROFESSIONAL**

**Learning Outcome 5: ACTIVITY 4**

**SMALL GROUP ACTIVITY**

**Context and drivers of personal, professional development**

**Aim:**

**The aim of this activity is to identify the skills, behaviour and activity that define an “effective” HR practitioner.**

**Objectives:**

* To define the core skills, knowledge and behaviour that define a competent HR practitioner by reference to professional frameworks and standards and contemporary thought leadership.
* To identify how a competent practitioner may be an “effective” practitioner, by contributing to organisational success.
* To consider how insights from this activity may influence your own personal development goals – currently, or in the future.

**Task brief:**

**Part 1 – Defining an effective practitioner**

In your group you will consider two areas of competence which feature in all three of the global HR Professional Bodies’ models of competence. Using the framework allocated to you identify:

* The skills, behaviours and activities a competent practitioner would display with regards to thinking/demonstrating a critical and challenging mindset and demonstrating business insight. (Note: the terminology used by each body varies slightly and you will first need to identify where this is covered).
* How does this aspect contribute to personal and organisational success?

Summarise your key points on a flipchart/piece of paper for display.

**Part 2:**

How do these insights inform your development priorities?

**Outcomes:**

You will develop a reasoned argument and take part in a debate on professionalism in HR.

**Time:** 45 minutes in total (30 minutes Part 1, 15 minutes Part 2).