

Management and hr profession map

[Business](#), [Management](#)



Relationships " Key to successful organizations" " Relationships are one of the most important assets in any business and are crucial in driving growth - yet they are rarely discussed and almost never measured, according to a new initiative from a group of organizations Including the CUPID". The CUPID HER Profession Map consists of 2 Core Professional Areas I. E. Leading HER and Insights: strategy and solutions. They underpin the direction of the profession: as an applied Business discipline with people and organization specialist.

The successful HER professional provides active Insight - led leadership: by owning, Shaping and driving themselves and others within an organization. They are not just shaping and driving, not only observing or facilitating but developing others through Personal Leadership and Leading others. They do this by implementing Strategy and Solutions enabling the delivery of HER function and planning to manage performance, her budgets and organizational development along with delivery of the business Key Performance Indicators.

The CUPID HER Profession Map describes what HER professionals need to do, what they need to know and how to do It within each professional area at four bands of professional competence. 1 OFF Organization Design Ensures that the organization is appropriately designed to deliver organization objectives in the short term and long term and that structural change is effectively managed. Organization Development is about ensuring the organization has a committed Ft for the future' workforce required to deliver strategic ambitions.

It plays a vital role to ensure that the organization culture, values and environments support and enhance organization performance and adaptability. It also provides insight and leadership on development and execution of any capability; cultural and change activities. Resource and Talent Planning ensures that the organization is able to identify and attract the key people with the capability to create competitive advantage to fulfill the ambitions of the business. HER strategy, a 'people plan', that will help you ensure you have the right people in your business, at the right time with the right skills to ensure you achieve your business goals'. Learning and Talent Development Allows people at all level of the organization possess and develop the skills, knowledge and experiences to fulfill the short and long term ambitions of the organization. They need to be motivated to learn, grow and perform. Performance and Reward Creates a high-performance culture by delivering programmed that recognize and reward critical skills, capabilities, experience and performance.

The reward systems must be market based, equitable and cost effective. Employee Engagement Ensures that in all aspects of the employment experience I. E. The psychological rules of contract for example how the set if rules is implied or reacted. It is imperative that all emotional connection that all employees have with heir work, colleagues and to the organization is positive and understood to deliver greater discretionary effort in their work and the way they relate to the organization.

Employee Relations Ensures that the relationship between an organization and its staff is managed accordingly within a clear and transparent

framework which is underpinned by organization practices and policies and of course by relevant employment law. Service Delivery and Information Ensures that the delivery of HER service and information to leaders, managers and staff is accurate, efficient, timely and cost- effective and that human resource data is managed professionally.

The HER Profession Map Behaviors describes the behaviors a HER professional Curious Decisive Thinker Skilled Influencer Personally Credible Collaborative Driven to Deliver Courage to Challenge Role Model The behaviors are described at four bands of professional competence 1- 4 and define the contribution that professionals make at every stage of the HERcareerThey show the transition challenges faced by HER professionals when moving from one band to the next and how their contribution and success is measured.