

McKinsey  
& Company

McKinsey Academy

# Talent Value Leader Academy

Enabling HR Business Partners to become Strategic  
Business Leaders linking talent to value

April 2019



## Talent Value Leader Academy enables three major shifts required for HR Business Partners (HRBPs)

### 1. A shift in mindset

- How to prepare for change
- Know yourself
- Find meaning and energy

### 2. A shift in capabilities

- Understand the business
- Lead creative problem solving
- Communicate with impact

### 3. A shift in the HRBP role

- Drive talent to value
- Embed analytics across HR
- Be a true partner of the business



# The Talent Value Leader Academy journey is a 3-4 month blended experience



## In-person forum



## Forum 1

- Talent Value Leader vision
  - Personal leadership
  - Industry trends and your organization's value agenda and strategy
- 2 days

## Forum 2

- Essential tools (People Analytics, Talent-to-Value)
  - Rethinking HR strategy and project plans
- 2 days

## Forum 3

- Sustaining performance and the role shift
  - Commitment and accountability
- 1 day

## Digital coursework



## Projects



## Short-term and long-term projects

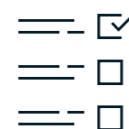
- Embed people **analytics**, apply Talent to Value, reshape processes
- Focus on quick wins and **connected to value agenda**
- Qualitative and quantitative **KPIs**

## Coaching



← Individual and small-group coaching for HRBPs →

## Assessments



– Pre-journey assessment to diagnose gaps

– Post-journey assessment to gauge impact

# Talent Value Leader required roles and skills

