LEARNING FRAMEWORK

Core
(Experiential) Achieving specific higher ed HR skills from experience or learning

Engagement
(Relational) A strong culture that places importance on relationships, connections and care throughout the entire institution

Application

Building Capabilities
(Operational) Overseeing the functioning and activities of teams, departments or divisions

Strategic Leadership
(Influential) Having great influence on work, direction of work and rapport

Mastery

Impacting Higher Education

Influence

Awareness

• Benefits
• Compensation
• Recruitment
• Employee/Labor Relations
• Employee Development
• HR Data, Systems and Analytics
• Risk Management, Compliance and Public Policy
• Organizational Development and Planning
• Budget and Finance
• Project Management

• Identify, Recruit and Onboard Talent
• Performance Management
• Succession Planning
• Cultural Architect and Steward
• Change Management
• HR Operations

• Building Trust
• Team Building
• Self-Awareness and Accountability
• Relationship Management
• Constructive Inquiry
• Collaboration
• Ethics
• Communications
• Cultural Competence/DEI
• Credibility
• Coaching
• Mentoring

• Leading the Higher Ed Business Model
• Strategic Positioner
• Continuous Improvement
• Planning
• Critical Thinking
• Influence