



# Defining HR Success: 9 Critical Competencies for HR Professionals

*Alexander Alonso, Debra J. Cohen, James N. Kurtessis, Kari R. Strobel*

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High-quality HR practitioners have advanced skill sets in the critical competencies needed to work our most pressing talent issues of today and to deliver HR strategy to enable businesses to evolve in the future. Now HR professionals are expected to be valued team members and contribute as business partners for the growth of the organization.

*Defining HR Success* provides an in-depth review and application of the nine critical HR competencies practitioners need to be successful within the field of HR and leaders of their organizations:

• HR Expertise (HR Knowledge) • Business acumen • Communication • Consultation • Critical evaluation • Ethical practice • Global and cultural effectiveness • Leadership and navigation • Relationship management

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