

Unlock your Full Human Capital Potential

Equipping HR Practitioners with the competencies to build a future ready workforce and accelerate transformation for their organisations

IHRP Body of Competencies (BoC)

Conceptualised in 2016, the BoC outlines competencies, mindsets and behaviours required for HR professionals to be future-focused, ready to deliver impactful employee experiences and create sustainable value for their organisations.

The BoC has since undergone two refreshes, in 2020 and 2024, to accurately reflect trends in the HR landscape and elevate the expectations and certification criteria for HR professionals.



How is the BoC structured?

The BoC is organised into three competency areas represented in the form of concentric circles. It is this inter-relatedness of the various competencies, that when brought together holistically, will enable HR professionals to create value and deliver positive impact to the business. In addition to these three areas, Advanced Competencies have been identified for HR professionals at the highest level of certification.



HR Mindsets and Behaviours

Characteristics that manifest in the way HR professionals think and behave as they approach their HR work, deal with people and manage work-related situations.

Functional Competencies

Performance statements for interrelated tasks are set out in a way that, when taken as a whole, deliver a desired functional outcome for the organisation.

Foundational Competencies

Underpin and span across the HR Functional Competencies. Serve as core enablers supporting HR functional activities.

Advanced Competencies

Designed for HR professionals at the highest level of certification, embodies the strategic, business-focused, and people-related capabilities required of senior HR leaders.

2024 Refresh: Anchored by mega trends and key HR trends in the immediate horizon



Mega Trends

- Geopolitical Tensions
- Rapidly Accelerating Technological Change
- Economic Uncertainty
- Demographic Shifts
- Climate & Sustainability

Validated by

91

Organisations

125


Business Leaders and HR Professionals

5


International HR Frameworks used for comparative analysis

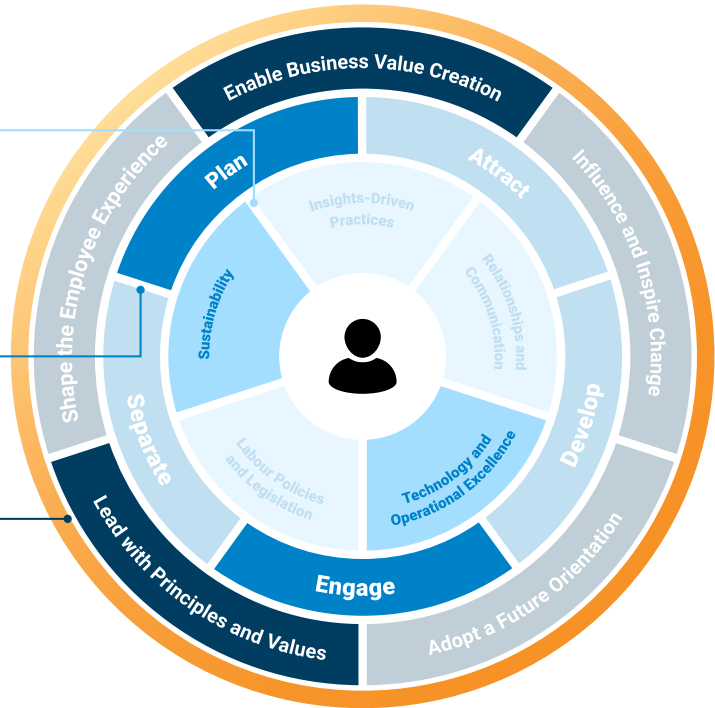
Supporting HR Practitioners in taking on more complex and strategic roles in the future of work

Here are some **key changes** to note

 Uplifting work through **Foundational Competencies**

 Creating business value with **Functional Competencies**

 Displaying the right and critical **Mindsets and Behaviours**



Technology and Operational Excellence

Uplifted!

In response to rapidly accelerating technological changes, HR must transform through an optimal human-technology combination, such as automation of transactional HR activities.



Sustainability

New!

Following fundamental shifts in business practices, HR must build a workforce that delivers sustainable long-term value through building organisational capabilities in sustainability.



Holistic Wellbeing

New!

Through enhanced employee engagement, HR must unlock the true potential of human capital through advocating for a holistic approach to total wellbeing and psychological safety.



HR Strategy

New!

By emphasising the criticality of a comprehensive HR strategy, HR must drive business value creation, enhance operational excellence and elevate its own strategic position.



Lead with Principles and Values

Uplifted!

HR must cultivate a culture that prioritises fairness, ethics and empathy, ensuring decisions are aligned with consistent principles and organisational values.



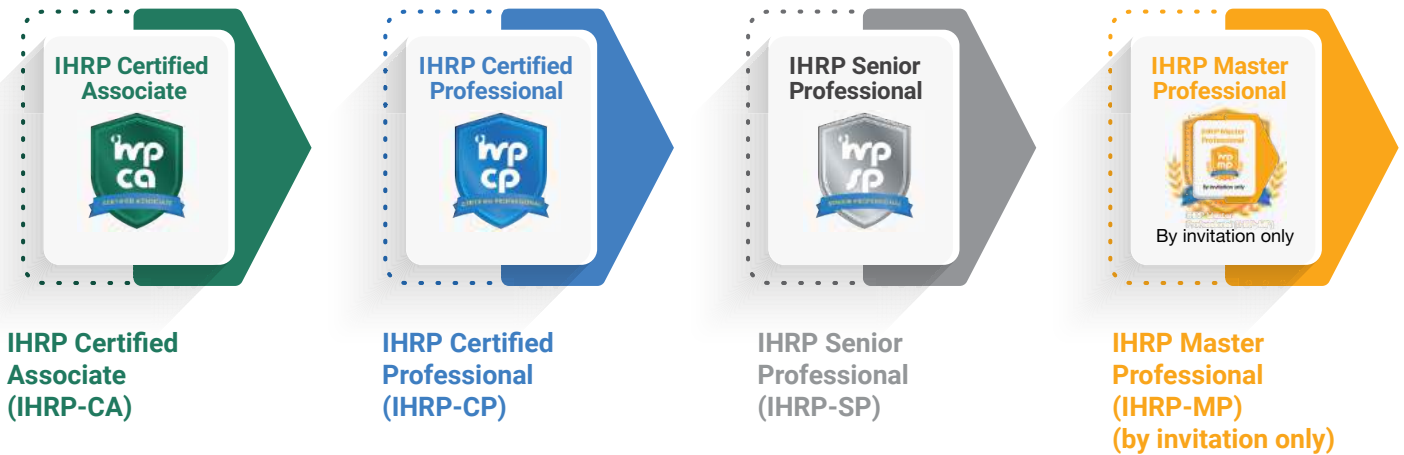
Enable Business Value Creation

Uplifted!

HR must be ready to deliver value to the business by taking on more complex and strategic roles, including drawing linkages between people initiatives and business performance.

Professional Certification Levels

The refreshed BoC reflects the four IHRP certification levels and follows a “building block” or cumulative approach; this means that at the higher levels, such as Senior Professional, the ability to demonstrate the performance statements of the lower levels is implied.



Certify yourself as a competent HR Practitioner today

The IHRP Certification credential is a testament to your competence, professionalism and experience.

Developed through extensive consultations and benchmarked against international standards, the IHRP certification is an industry-endorsed mark of quality that acknowledges your mastery of future-ready competencies.

This raises the bar of the HR profession as the certification assesses your knowledge and experience against the IHRP Body of Competencies (BoC), which are requisite skills and attributes required to excel in your job.

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