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# IPMA-SCP Study Guide Complete Questions & Answers

HR Expert - ANSWER Knowledge of human resources laws and policies.

HR Business Partner - ANSWER Management partner who shares accountability with line managers for achieving business and organizational results.

HR Change Agent - ANSWER Operating as an effective leader regarding short and long term change inside the HR function. Helps line managers deal with organizational changes.

HR Leader - ANSWER Managing multiple sets of expectations regarding promotion and creating a fully diverse workforce. Balancing sophisticated concerns for satisfaction and welfare of the overall workforce while fulfilling long term and short term organizational goals.

Competency 1: Knows Organizational mission, vision, and values - ANSWER Business Partner

Competency 2: Applies innovation, creativity, and calculated risk-taking - ANSWER Business Partner

Competency 3: Knows and applies organizational development principles - ANSWER Business Partner

Competency 4: Is able to align HR initiatives to the organization's mission and service deliverables - ANSWER Business Partner

Competency 5: Designs and implements change methodologies - ANSWER Change Agent

Competency 6: Leverages return on investment and information technology strategies to human resources management (HRM) - ANSWER Change Agent

Competency 7: Develops and implements human resources and organizational processes for customers - ANSWER Change Agent

Competency 8: Designs and delivers marketing programs related to value-added HRM initiatives - ANSWER Change Agent

Competency 9: Maximizes the current and potential contributions of a diverse workforce - ANSWER Leader

# Ipma Fire Study Guide

**Oscar Krisen Buros**

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