



Virginia Department of Human Resource Management

# HR CAPABILITIES CENTER AND INNOVATION LAB

DHRM's HR Capabilities Center & Innovation Lab is a framework that reimagines HR Development, is tailored to the unique aspects of Virginia State Government, and is centered around a single idea:

*“Sustaining a Best-in-Class State Workforce requires an Elite Level of Human Resources.”*

This framework is comprised of different elements.  
[Click the pictures below to explore each.](#)





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*Strategic HR Consulting*



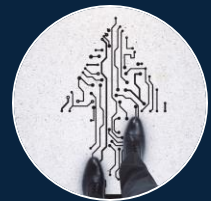
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*New Communication Methods*





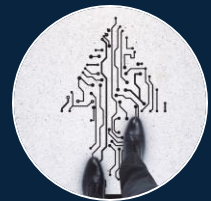
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*COMPASS Human Resources Academy*



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*Innovation Lab*



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*Getting Involved*





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# HR CAPABILITIES CENTER AND INNOVATION LAB

## Strategic HR Consulting

This element is not creating new consulting services from DHRM.

Rather, it is about clarifying DHRM's existing consulting support and how we can partner with you to support your workforce priorities.

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# HR CAPABILITIES CENTER AND INNOVATION LAB

## New Communication Methods

### State of the Commonwealth HR Publication

An annual publication to highlighting trends, best practices, strategies, & agencies successes.

### A Quarterly Podcast

Using dialogue to be a resource to share practices, key learnings, and successes from the HR Community, for the HR Community.



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to the Main Page*







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# HR CAPABILITIES CENTER AND INNOVATION LAB



## Multiple Development Programs

### COMPASS HUMAN RESOURCES ACADEMY

The COMPASS Human Resources Academy is an HR development ecosystem centered around seven core capabilities. [Click the pictures in the top right to learn more.](#)



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## Core Capabilities

Communication

Organization

Management

People Leadership

Acumen & Knowledge

Strategic & Critical Thinking

Social & Emotional Intelligence





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Program for HR Directors  
(only program with a position requirement)



Program for those New to the  
Commonwealth's HR





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### BUILDING BLOCK BOOTCAMP S

Standalone courses and workshops focusing on a variety of topics and perspectives.

Offered in a variety of formats.

LEARN-HR program is not required to participate.





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Individually curated development experiences, aligning individual professional goals with DHRM projects and priorities.



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## Innovation Lab

This is our guiding philosophy for this entire initiative.

It's about leveraging cross functional collaboration to share new perspectives, identify new approaches, and turn perspectives into action.

DHRM has created a steering committee, with representation across all DHRM Office Areas to lead this initiative.

*[Click the Picture to Return to the Main Page](#)*







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## Feedback & Getting Involved

*What elements do you see yourself interacting  
with or participating in?*

*Are you interested in being a guest on the  
quarterly podcast or assisting with  
development or testing content for the  
COMPASS HR Academy?*

Please take a few minutes to  
share your thoughts and  
feedback using this  
Microsoft Form (scan or  
click the QR Code)



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